

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: ***Time Change: Rally at 12:15 (not 12 PM)***
Date: Wednesday, February 28, 2018 11:53:31 AM



FOR IMMEDIATE ADVISORY:

February 28, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Champaign-Urbana, IL - Wednesday, February 28, 2018, members of the Graduate Employees' Organization (GEO) will have midday and afternoon rallies at Foellinger Auditorium and the Swanlund Administration Building, respectively. Today is the third day of a strike after eleven months of unsuccessful bargaining with the UIUC administration. The administration's refusal to negotiate in good faith over wages and tuition waivers has left graduate workers no choice but to withhold labor.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters.

WHAT: Rallies to support GEO's fight for a fair contract

FIRST RALLY: 12:15 PM in front of Foellinger Auditorium (709 S. Mathews Ave, Urbana, IL 61801)

SECOND RALLY: 5 PM at the Swanlund Administration Building (601 East John Street, Champaign, IL 61820)

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:45 AM to march to the first rally and 4:45 PM to march to the second rally. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: GEO Rallies ***Location Change***
Date: Wednesday, February 28, 2018 10:32:47 AM



FOR IMMEDIATE ADVISORY:

February 28, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Champaign-Urbana, IL - Wednesday, February 28, 2018, members of the Graduate Employees' Organization (GEO) will have a midday and an afternoon rally at Foellinger Auditorium and the Swanlund Administration Building, respectively. Today is the third day of a strike after eleven months of unsuccessful bargaining with the UIUC administration. The administration's refusal to negotiate in good faith over wages and tuition waivers has left graduate workers no choice but to withhold labor.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters.

WHAT: Rallies to support GEO's fight for a fair contract

FIRST RALLY: 12 PM in front of Foellinger Auditorium (709 S. Mathews Ave, Urbana, IL 61801)

SECOND RALLY: 5 PM at the Swanlund Administration Building (601 East John Street, Champaign, IL 61820)

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:45 AM to march to the first rally and 4:45 PM to march to the second rally. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: GEO Rally at Foellinger Auditorium, 12 PM
Date: Monday, February 26, 2018 10:10:59 AM



FOR IMMEDIATE ADVISORY:

February 26, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Champaign-Urbana, IL - Monday, February 26, 2018, members of the Graduate Employees' Organization (GEO) and supporters will rally on campus after a morning of picketing. Today is the first day of a strike after eleven months of unsuccessful bargaining with the UIUC administration. The administration's refusal to negotiate in good faith over wages and tuition waivers has left graduate workers no choice but to withhold labor.

Gus Wood, GEO Co-President:

"This is a fight for the soul of public higher education. UIUC administration has forced us into this strike, the fourth for the UI system in four years. We know what's best for the students we serve and that includes teaching and research assistants who don't have to beg each year to have their programs funded."

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters.

WHAT: Rally to support GEO's fight for a fair contract

WHERE: In front of Foellinger Auditorium (709 S. Mathews Ave, Urbana, IL 61801)

WHEN: February 26th, 2018 at 12 noon

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:45 AM to march to the rally. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: GEO to announce bargaining demands at 4:45 PM at the Bell Tower!
Date: Thursday, March 01, 2018 11:18:34 AM



FOR IMMEDIATE ADVISORY:

March 1, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Champaign-Urbana, IL - Thursday, March 1, 2018, members of the Graduate Employees' Organization (GEO) will have a noon rally at the Beckman Institute on the North Quad, a labor sing along led by faculty from the Music department at 2 PM, and a culminating rally at McFarland Carillon at 4:45 PM. Today is the fourth day of a strike after eleven months of unsuccessful bargaining with the UIUC administration. GEO will announce their bargaining demands at the culminating rally at 4:45 PM.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters.

WHAT: Rallies to support GEO's fight for a fair contract, an update from the bargaining team (4:45 PM)

12 PM RALLY: Beckman Institute, North Quad (405 N Mathews Ave, Urbana, IL 61801)

2 PM MUSIC RALLY: Music Department (1114 W. Nevada St. Urbana, IL 61801)

4:45 PM RALLY: [McFarland Carillon](#), a.k.a. McFarland Bell Tower on the South Quad

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:20 AM to march to the first rally, and 4:25 PM to march to the final rally at 4:45 PM. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: Morning picket at the I Hotel; noon rally at Foellinger
Date: Wednesday, February 28, 2018 9:06:28 AM



FOR IMMEDIATE ADVISORY:

February 28, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Champaign-Urbana, IL - Wednesday, February 28, 2018, members of the Graduate Employees' Organization (GEO) and supporters will picket the Agriculture Technology Innovation Summit at the I Hotel. A rally at 12 PM in front of Foellinger Auditorium will follow. Today is the third day of a strike after eleven months of unsuccessful bargaining with the UIUC administration. The administration's refusal to negotiate in good faith over wages and tuition waivers has left graduate workers no choice but to withhold labor.

WHO: Striking UIUC graduate workers, GEO leaders, GEO Spokesperson, community allies, undergraduates

MORNING PICKET: Picket at the I Hotel (1900 S 1st St, Champaign, IL 61820) from 9:00-11:30 AM

NOON RALLY: 12 PM at Foellinger Auditorium (709 S Mathews Ave, Urbana, IL 61801)

VISUALS: Picket signs and marchers at the I Hotel; large crowds, GEO members and allies at the 12 PM rally

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Barnes, Teresa Ann](#)
To: [Illinois Chancellor](#); [Jones, Robert J](#); [Illinois Provost](#); [Hu, Feng Sheng](#); [Tewksbury, David H](#); [Graduate Dean](#)
Subject: Center for African Studies support for GEO
Date: Wednesday, February 28, 2018 2:30:35 PM

TO: Chancellor Jones,
Provost Cangellaris,
LAS Dean Hu,
LAS Associate Dean Tewksbury,
Graduate College Dean Chodzko-Zajko

RE: Center for African Studies' Support For Graduate Employees Organization
The Center for African Studies writes to express our support for the Graduate Employees' Organization in their bargaining efforts towards a fair contract with the University of Illinois. The strike is now in its third day and there has been significant disruption to the teaching mission of the university.

We urge Provost Cangellaris and the University bargaining team to work with the GEO to find a solution to provide a fair contract, especially considering that our graduate student employees have been without a contract since the beginning of the academic year. We support an agreement that maintains their tuition waivers, pays them a living wage that follows the University's own published cost of living, and provides them with adequate healthcare.

We acknowledge the vital role that graduate students play as Teaching Assistants at our university, especially at the undergraduate level, helping us fulfill the mission of the university with regards to teaching, research, and service.

CAS joins other units in expressing our support for a fair contract for our graduate students.

Teresa Barnes (Director, CAS)
Maimouna Barro (Associate Director, CAS)

CAS Executive Committee

Ken Salo
Allyson Purpura
Atoma Batoma

Mauro Nobili

Teresa Barnes

Director, Center for African Studies

www.afrst.illinois.edu

Associate Professor, History Department and Gender & Women's Studies Department

University of Illinois at Urbana-Champaign

Urbana, IL 61801

Ph: 217-333-6335 or 217-333-1155

From: [Jill Weathers](#)
To: [Jones, Robert J](#)
Subject: NEWS AND TRENDS, February 24-26, 2018
Date: Monday, February 26, 2018 9:34:25 AM

[Click here to see this online](#)

[University of Illinois System Office for University Relations Media Advisory](#)



NEWS AND TRENDS, February 24-26, 2018

- 1 -- GEO strike begins: 'No choice but to withhold our labor', NG, Feb 26
- 2 -- IBHE head isn't exactly the UI's best advocate, NG, Feb 25
- 3 -- UIS Perspectives: Good teachers are always working to be better teachers, SJR, Feb 24
- 4 -- UPDATED: UI lifts Rosenstein's suspension after State Farm Center incident, NG, Feb 23
- 5 -- From inside and out of a jail, a DePaul University class bridges two worlds, Tribune, Feb 25
- 6 -- Column: College basketball's latest scandal makes it clear: It's time to let players be paid what they're worth, Tribune, Feb 25
- 7 -- Big Ten Commissioner Jim Delany says condensed basketball schedule 'wasn't healthy' and won't be repeated, Tribune, Feb 23

1 -- GEO strike begins: 'No choice but to withhold our labor'

After last-ditch negotiations Sunday failed to produce a breakthrough, members of the University of Illinois Graduate Employees Organization planned to go on strike at 8 this morning.

It's unclear how long the walkout will last or how many classes could be canceled as a result of the strife between the campus and its graduate assistants. A similar strike in 2009 lasted only two days. The GEO, and the approximately 2,700 graduate student employees it represents, agreed Sunday to the strike following 11 months of unsuccessful bargaining with UI administrators.

Among the main sticking points is a disagreement over tuition waivers.

"The administration's refusal to negotiate in good faith over wages and tuition waivers has left graduate workers no choice but to withhold our labor," union spokesperson Ashli Anda said.

...

In a statement issued early Sunday evening, Provost Andreas Cangellaris said the UI's "top priority" was to "protect the academic experiences of our undergraduate students. We are taking the necessary steps to minimize the disruption of instruction, to ensure course objectives are met and to ensure timely grading."

Cangellaris went on to express disappointment in the GEO's decision to end talks Sunday.

"Throughout this process, the university has negotiated in good faith, and we have put forward proposals that have been respectful of and responsive to the publicly stated priorities of the GEO negotiators," Cangellaris said. "Our current proposals on the remaining bargaining issues demonstrate significant movement to address the issues the GEO has said are most important to them."

Cangellaris said the UI's proposal "guarantees tuition waivers for bargaining unit members, offers clear protections of the value of those waivers throughout a student's academic career here and was adjusted to remove language about eligibility that the GEO said was cause for concern."

He said the UI is offering a 10 percent increase in the minimum wage over the life of the agreement and a 3 percent increase in the first year for reappointed students.

"They have said health insurance support was a priority," Cangellaris said. "Our offer would cover 87 percent of a graduate employee's premium."

He said the current contract only provides for an 80 percent employer contribution to the graduate employee's premium.

What the UI offered wasn't enough to satisfy the graduate assistants.

...

<http://www.news-gazette.com/news/local/2018-02-26/geo-strike-begins-no-choice-withhold-our-labor.html>

See also: <http://www.chicagotribune.com/news/ct-met-university-of-illinois-strike-20180225-story.html>

2 -- IBHE head isn't exactly the UI's best advocate

University of Illinois officials have damage control to do with state senators after a hearing last week turned into another UI bash-fest.

The university's budget wasn't even on the agenda at the Senate Appropriations Committee. In fact, it's not scheduled until April 5, so the UI administration has more than a month to calm the waters.

The trouble began Wednesday when Sen. Dan McConchie, R-Hawthorn Woods, noted that his daughter, a senior in high school with a 30 ACT score and a 4.5 GPA, had applied to eight colleges, four of them in Illinois.

"She has not committed yet, but I can guarantee you she is leaving the state. Purdue, Minnesota, Iowa all made it less expensive for her than to go here in Illinois," he said. "She applied to the U of I and they gave her nothing. So we have all of these other colleges who say we want you and yet our flagship school said we don't have anything for you."

Al Bowman, executive director of the Illinois Board of Higher Education, didn't help with his response.

"If you have 5,000 students from mainland China paying out-of-state tuition, what's the incentive for

them to discount to an in-state youngster in order to land that resident? So the economics don't work," he said.

...

Bowman said, "From what I am reading, the University of Illinois Urbana campus has begun to understand this problem and is making a concerted effort to recruit Illinois students and they're going to invest dollars to do that."

Nudging the UI further under the bus, he said, "A university that is a public institution that gets public support has to prioritize its Illinois residents, and if you make admissions decisions and financial aid decisions based solely on economics, then we end up with problems like you're describing."

...

Many of the numbers and policies cited during the hearing were, unfortunately for the UI, unflattering and don't fit the university's narrative of how things are changing.

...

<http://www.news-gazette.com/news/local/2018-02-25/tom-kacich-ibhe-head-isnt-exactly-the-uis-best-advocate.html>

3 -- UIS Perspectives: Good teachers are always working to be better teachers

A few weeks ago, a headline in the Chronicle of Higher Education, a widely respected weekly publication for college and university personnel, caught my eye. "What Makes a Good Teacher?" the headline read. The writer, himself a well-known author and professor of English, went on to describe key characteristics of teachers who (though not necessarily liked best) had the greatest impact on their students' learning.

The list included several familiar observations about effective teachers: "They are professional without being aloof. They have a good sense of humor. They are demanding without being unkind. They seem to enjoy what they do. They are tremendously creative."

The author closes the piece by acknowledging that some professors seem to be "born teachers" because they possess the above traits in abundance; but every professor can work to develop and enhance their own teaching expertise.

That's exactly what the Teaching Fellows Program at UIS is all about! The program is the brainchild of Dr. Layne Morsch, a professor in the UIS Chemistry Department. Himself a distinguished teacher, Morsch was selected a few years ago by Apple (the world's largest information technology company) as an Apple Distinguished Educator. ADEs are an elite group of professors and K-12 teachers from across the world who are pioneers using Apple technology to transform and improve teaching and learning.

...

The Teaching Fellows Program's impact on student success at UIS might best be illustrated by Morsch, who reflects: "Two of my students in the last week have told me the medical schools they've gotten admission into. That's what I'm most excited to hear about – where my students are going and what they'll be doing. Our graduates do amazing things!"

<http://www.sj-r.com/news/20180224/uis-perspectives-good-teachers-are-always-working-to-be-better-teachers>

4 -- UPDATED: UI lifts Rosenstein's suspension after State Farm Center incident

The University of Illinois will allow Professor Jay Rosenstein to return to his normal academic duties without further penalty following four weeks on paid leave, though he will not be teaching this semester.

Rosenstein, a professor of media and cinema studies, was placed on leave Jan. 23 while the campus investigated his arrest the night before at an Illini basketball game, where he was accused of following members of a pro-Chief Illiniwek group into a bathroom and videotaping them. He was released from the county jail the next morning after the state's attorney's office declined to charge him with a crime.

"The review is completed and Professor Rosenstein has been returned to normal duties," UI spokeswoman Robin Kaler said Friday. "The dean has shared with him the expectation that he is not

to videotape anyone in restrooms or in manners that violate applicable laws.”

State law prohibits the unauthorized videotaping of another person without consent “in a restroom, tanning bed, tanning salon, locker room, changing room or hotel bedroom.”

...

Rosenstein emphasized that he did not videotape anyone “in a state of undress,” which the UI seemed to reinforce on Friday.

“It’s important to mention as well that during the course of the review, the information that was gathered does not suggest in any way that his conduct in the incident at the basketball game was motivated in any way by a prurient interest,” Kaler said Friday. That determination was based on interviews with witnesses and others, not just Rosenstein, she said.

...

Rosenstein will not be teaching his documentary filmmaking class for the rest of the semester. Kaler said he and his department head met and determined that “it is far enough into the semester that it would be disruptive to his students. He will be assigned other duties this semester.”

<http://www.news-gazette.com/news/local/2018-02-23/updated-ui-lifts-rosensteins-suspension-after-state-farm-center-incident.html>

5 -- From inside and out of a jail, a DePaul University class bridges two worlds

Twenty students shuffle into the basement for class Friday morning. The asymmetrical room with yellow painted walls and three rows of fluorescent lights is too cramped for this many people.

Awkwardly placed tables do not help, but students do their best to drag chairs into a circle, careful not to sit too close together or knock the wall clock off its ledge near the whiteboard.

Everyone is attentive but a little shy. They don’t chat much as they take their seats. Professor Dominica Kimberley Moe launches into her class. She gives the group a series of two choices, starting with some easy ones — cats or dogs? Checkers or chess?

Eventually, she asks, would you rather see the future or change the past?

“I can just read about the past,” one student says, chuckling. Another student, an inmate in Cook County Jail, offers a more contemplative take.

“I made a lot of ignorant choices in my past,” he says. “Given an opportunity to change that, it would be a blessing.”

This is the fourth class session of a DePaul University course on restorative justice, bringing college students inside the jail once a week to study and learn alongside inmates. The course is part of the national Inside-Out Prison Exchange Program based at Temple University in Philadelphia.

DePaul started the course at the jail in 2017, supported by the university’s Steans Center for Community-based Service Learning & Community Service Studies. This quarter, Moe’s students will consider the meaning of justice and the criminal justice system, and examine how democratic government affects these issues.

“The mission that really corresponds with this is respect for the human dignity of all people and the quest for social justice,” Moe said.

...

Universities in 30 states and five other countries have sponsored Inside-Out courses at local correctional facilities, according to the website. Rend Lake College, a community college in southern Illinois, was the first institution in the state to establish the course. DePaul is the first Illinois university to do so.

...

<http://www.chicagotribune.com/news/ct-met-depaul-university-jail-justice-course-20180118-story.html>

6 -- Column: College basketball’s latest scandal makes it clear: It’s time to let players be paid what they’re worth

In a Chicago market dominated by professional sports, big-time college basketball often sounds like a misnomer, so the sport’s latest brush with NCAA hypocrisy probably produced somewhere between an eye roll and a shrug.

But pay attention this time. The stunning revelations about the sport’s open secret, unearthed in

reports by Yahoo Sports and ESPN, feel different, like a day of reckoning finally has arrived for the NCAA and its obsolete model of amateurism. This March, the madness likely means top programs worrying as much about FBI findings as RPI rankings, with their focus diverted from one shining moment by nearly 3,000 hours of potentially compromising phone conversations. Think of how nervous that number makes so many coaches.

...

Predictably, NCAA President Mark Emmert responded with a Shakespearean statement, full of sound and fury, signifying nothing. Referencing his appointed Commission on College Basketball, whatever that is, Emmert dropped committee member Condoleezza Rice's name in the third sentence to establish credibility and vowed what the NCAA seldom delivers.

"With these latest allegations, it's clear this work is more important now than ever," Emmert said.

"The board and I are completely committed to making transformational changes to the game and ensuring all involved in college basketball do so with integrity."

Emmert sounded serious. But integrity requires transparency, and the only way the NCAA can promise both will be if Emmert grasps the obvious: The time has come to adopt an Olympic-style compensation structure that permits so-called student-athletes in all sports to be paid what the market bears.

...

Two NCAAAs exist. The traditional model Emmert and others cling to indeed works for the majority of young men and women who benefit from a scholarship and value its worth. For those thousands of lesser-known Division I student-athletes, from Northwestern to Northeastern, it goes beyond the \$250,000 a four-year college education can cost these days. It affords the youths experiences and opportunities impossible to put a price on, opening a world full of success and satisfaction that likely would be emptier without competing in college sports.

But the exceptional peers among them, such as Ayton and Michigan State's Miles Bridges in basketball or Oklahoma's Baker Mayfield and UCLA's Josh Rosen in football — truly exceptions to the NCAA rule — live a different reality, command more attention, generate more revenue and simply deserve better. They deserve to be treated differently than the majority of NCAA student-athletes because, like it or not, they are different, at least in terms of how they potentially affect the bottom line that matters more than ever in higher education.

...

<http://www.chicagotribune.com/sports/college/ct-spt-college-basketball-ncaa-hypocrisy-haugh-20180226-story.html>

7 -- Big Ten Commissioner Jim Delany says condensed basketball schedule 'wasn't healthy' and won't be repeated

One and done.

That was essentially the message from Big Ten Commissioner Jim Delany, who told the Tribune on Friday the conference tournament would return to Madison Square Garden in New York only if the Big Ten can have the premier weekend — the one the Big East has had locked in since 1983.

Why? Because moving this season's event to MSG required the tournament to move up a week, creating a condensed regular-season schedule that coaches despised. Indiana, for example, played five games during a 12-day span from Jan. 19-30. Illinois just suited up three times in five days.

"I appreciate the sacrifices the teams made, the impact it had on our students," Delany said. "Wasn't good. Wasn't healthy. I thought starting (the conference schedule) early was OK, but if you look at our schedules (through the years), we've been able to give everybody two-day prep (before games) in 99 percent of the cases.

"We won't do it again this way, and I take responsibility for asking the coaches. ... If we can make it back to the Garden on a regular week, that's great.

...

The other issue created by the condensed schedule is that the Big Ten's NCAA tournament teams will be idle for roughly 10 to 14 days.

"It's interesting," Delany said. "Nobody has chosen to schedule a Division II or III game in that period. That's a little indication that they don't want that or need that. There are positives and negatives (to the gap). Teams can rest up, put new things in and practice more. If we do well (in the tournament), everyone will be OK with it."

<http://www.chicagotribune.com/sports/college/ct-spt-jim-delany-big-ten-basketball-schedule-20180223-story.html>

8 -- Editorial: Two sets of rules?

Is academic fraud in major college sports subject to NCAA jurisdiction or not?

If ever there was an institution used to issuing edicts without real accountability, it's the NCAA — especially when it comes to imposing, or not, penalties on schools for athletic rules violations.

The NCAA does pay, however, in the court of public opinion when it appears to rule one way in a case and another way in a similar case.

That's what Notre Dame President John Jenkins was hoping when he wrote a scathing letter to school supporters in which he decried a recent decision vacating 21 football victories in the 2012 and 2013 seasons.

One of Jenkins' complaints stems from the NCAA's recent decision to dismiss years-long academic fraud at the University of North Carolina on the grounds that it's the university's responsibility, not the NCAA's, to address it.

If that's the case, Jenkins suggested, why was the University of Notre Dame punished for academic fraud that it discovered and penalized under the Catholic school's own rules?

"The notion that a university's exercise of academic autonomy can under NCAA rules lead to exoneration — or to a severe penalty — without regard to the way in which it is used defies logic and any notion of fundamental fairness," the Rev. Jenkins complained.

...

"In the curious logic of the NCAA, however, it is precisely the application of our Honor Code that is the source of the vacation of wins penalty, for the recalculation of the grades in 2014 led to the three student-athletes being deemed ineligible retroactively," Jenkins complained.

Reasonable people can disagree with Jenkins' complaint that Notre Dame was unfairly or excessively penalized. But it seems obvious that it was excessively punished compared with the nonpunishment for the egregious, institutionalized academic fraud that kept North Carolina athletes from a variety of sports eligible for many years.

Frankly, it just doesn't pass the smell test, and there's no way NCAA officials can explain it away.

<http://www.news-gazette.com/opinion/editorials/2018-02-24/editorial-two-sets-rules.html>

SOCIAL MEDIA LINKS

Michael Amiridis on Instagram: <http://chancellor.uic.edu/instagram-feed/>

Robert Jones on Instagram: <https://www.instagram.com/illinichancellor/>

Susan Koch's Twitter feed: <https://twitter.com/ChancellorKoch>

Twitter: [@UofILSystem](#) | [@illinois_alma](#) | [@thisisUIC](#) | [@UISedu](#)

Facebook: [@uillinois.edu](#) | [@illinois.edu](#) | [@uic.edu](#) | [@uis.edu](#)

All news stories available in full later today at: <https://uofi.app.box.com/e-summary>

Please check the URL after 11 am to read the latest news.

[subscribe](#) || [unsubscribe](#)

OFFICE FOR UNIVERSITY RELATIONS

Media contact: Tom Hardy, hardyt@uillinois.edu, 217-333-6400
General inquiries mail: [infosource](#) | [University Relations](#) | [News Releases](#)



From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: GEO Strike Enters Day Four
Date: Wednesday, February 28, 2018 8:09:06 PM



FOR IMMEDIATE RELEASE:

February 28, 2018

CONTACT:

Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Strike Enters Day Four

Graduate employees have the largest turnout yet on day three

Champaign-Urbana, IL - Day Three of the Graduate Employees' Organization (GEO) strike drew the biggest turnout so far. On Monday, the first day of the strike, GEO shut down six buildings across campus. By the end of the day Wednesday, that number had grown to eight, and GEO was able to send roving pickets to the North Quad. One group of protesters marched to the I-Hotel and Conference Center and disrupted the Agriculture Technology Innovation Summit, which included some of the university's most influential donors.

A crowd of nearly one thousand GEO members and community allies gathered in front of Foellinger Auditorium for the midday rally. Included among the speakers was Stephanie Seawell Fortado of the Illinois Federation of Teachers, who reflected on the impressive showing: "In 2009, we were not as big and we were not as strong as you are today! [...] My office is over on the corner of Fifth and Armory and yesterday I was in my office and I heard a noise and I thought, 'Oh no, that's thunder. It's going to rain on the GEO,' and then I realized it wasn't thunder I was hearing, it was your drums. And you know what? It was the thunder of justice!"

GEO member and PhD candidate Adam Kozak also spoke. "As graduate students and graduate workers, we are in an increasingly difficult position: we have chosen to pursue advanced degrees, yet we are not valued as educators but as a source of cheap labor," said Kozak. "We are seen as a source of revenue for the administration. The administration's lack of understanding of our needs has made it abundantly clear what their true priorities are -- not education -- but new construction and increasing their own salaries."

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: GEO Strike Heads Into Day Three
Date: Tuesday, February 27, 2018 8:56:38 PM
Attachments: [image.png](#)
[image.png](#)



FOR IMMEDIATE RELEASE:

February 27, 2018

CONTACT:

Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Strike Heads Into Day Three

GEO continues the fight to save public higher education

Champaign-Urbana, IL - Day Two of the Graduate Employees' Organization (GEO) strike proved that the GEO is committed to stand together until the UIUC administration is ready to bargain in good faith. Despite university spokespeople underreporting the size of our strike, scores of classes were canceled all across campus. In the College of Engineering over 2,000 undergraduate students were not in class today because the teaching assistants who lead their classes were striking. This is yet another example of how out of touch the administration is with the educational mission of this university. The strike pickets were full and the rallies drew in hundreds of GEO members and allies from across the UIUC community.

At the GEO's end of day rally at Swanlund Administration Building, UIUC Non-Tenure-Track Faculty President, Kay Emmert affirmed, "The last time I checked we we aren't a corporation, we are a land grant university. It is our mission to serve the public good, to improve the lives of the people of Illinois, and you can't do that without improving the lives of every single person that walks through our doors. You can't build a better Illinois for some on the backs of everyone else." She went on to say, "This push to make tuition waivers optional pushes first generationers, low income students, [and] nontraditional students away from their dreams and opportunities for a better life."

At the same event, GEO co-President Gus Wood told assembled members and allies, "We just got word that in West Virginia teachers of the public school system won their strike! The governor announced that every public school teacher is getting a five percent raise! Now you understand what solidarity looks like. We are going to hold the line! We are going to be there until we get a fair contract!"

Attached pictures show classrooms that were empty due to the strike.



GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: Graduate Workers Strike: Day Two
Date: Monday, February 26, 2018 6:58:33 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)



FOR IMMEDIATE RELEASE:

February 26, 2018

CONTACT:

Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

Graduate Workers Strike: Day Two

GEO will strike until a contract is settled

Champaign-Urbana, IL - Day One of the Graduate Employees' Organization (GEO) strike concluded with a rally that attracted hundreds of graduate workers and supporters from the community to the Swanlund Administration Building. This was the second rally of the day, the first of which brought together nearly one thousand graduate workers and supporters, including GEO leaders and Illinois State Representative, Carol Ammons. Throughout the day, picket lines were full, energy was high, and buildings on the quad were nearly empty.

"I do hope that the administration understands how this is appearing to the world. This is truly a fight. If we do not fight to protect students at this university, this will ripple across these United States. This is a big deal! It is important that you put your collective energy together and stand as long as you need to stand," Ammons told the hundreds gathered in front of Foellinger Auditorium. "I assure you that even with the criticism that I received for standing unequivocally with unions, I actually don't care."

Alvaro Cruz, a graduate student in Psychology and GEO member, spoke about the administration's stance on tuition waivers: "I would not be here without my tuition waiver. We will not abandon our future colleagues just because we have these benefits."

Graduate employees have worked 197 days without a contract. GEO's bargaining team did not intend for a work stoppage until administration proposed taking "tuition waivers" out of the contract, which would force students to pay \$30,000 a year to keep jobs that often pay less than \$17,000 annually. At a Sunday bargaining session, GEO pushed for an agreement to

preserve these waivers, but the administration refused to move and they walked away from the table. When GEO inquired with the mediator, the mediator reported that the administration had nothing to offer.

GEO co-president and bargaining team member, Gus Wood, said that the session on Sunday was essentially a nonstarter. “We made ourselves clear to administration that we wanted them to make movement that would prevent, if not totally stop, this strike,” Wood said. “If the university wants to ensure Illinois’ sustainable excellence in graduate education, then they should bargain with GEO to settle a contract that ensures and protects the accessibility of higher education for all students. Without tuition waivers, graduate studies just aren’t possible for working class and poor students.”

GEO is determined to strike until they reach an agreement with the administration and settle the contract.

Rallies will be held throughout the second day of the strike and GEO members will continue to picket buildings on the Main Quad of the UIUC campus. The first rally will take place at 12:00 PM in front of Foellinger Auditorium (709 S Mathews Ave, Urbana, IL 61801) and the second rally will take place at the Swanlund Administration Building (601 East John Street Champaign, IL 61820) at 5:00 PM tomorrow evening.

Attached pictures show classrooms that were empty due to the strike.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO’s strong and active membership works to protect high-quality, accessible public education in Illinois.









###

--
Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

•

[REDACTED]

Thomas H. Riley, Jr.

University of Illinois System

Interim Executive Director of Labor Relations
and Special Counsel

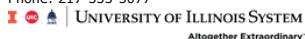
thriley@uillinois.edu

312-355-5510



From: [Wilson, Barbara Jan](#)
To: [Riley, Thomas](#)
Cc: [Killeen, Timothy L](#); [Williams, Dedra Mooday](#); [Jones, Robert J](#); [Cangellaris, Andreas C](#); [Amiridis, Michael D \(UIC\)](#); [Poser, Susan \(UIC\)](#); [Barish, Robert \(UIC\)](#); [Koch, Susan J](#); [Papini, Dennis R \(UIS\)](#); [Bearrows, Thomas](#); [Ghosh, Avijit](#); [Hardy, Thomas P](#); [Creasey, Jennifer M](#); [Clower, Laura](#); [Clements, Vicki](#)
Subject: Re: ATTORNEY-CLIENT PRIVILEGED COMMUNICATION RE significant labor developments/bargaining
Date: Friday, March 08, 2019 11:53:15 AM
Attachments: [image001.png](#)

Barbara J. Wilson
Executive Vice President and VP for Academic Affairs
University of Illinois System
377 Henry Administration Building, MC348
506 South Wright Street
Urbana, IL 61801
Phone: 217-333-3077



From: "Riley, Thomas" <thriley@uillinois.edu>

Date: Wednesday, March 6, 2019 at 4:32 PM

To: "Wilson, Barbara Jan" <bjwilson@uillinois.edu>

Cc: "Killeen, Timothy L" <tkilleen@uillinois.edu>, Dedra Williams <dwillms1@uillinois.edu>, "Jones, Robert J" <rjjones@uillinois.edu>, Andreas Cangellaris <cangella@uillinois.edu>, Michael Amiridis <amiridis@uic.edu>, Susan Poser <sposer@uic.edu>, "Barish, Robert (UIC)" <rbarish@uic.edu>, Susan Koch <koch@uis.edu>, Dennis Papini <dpapi2@uis.edu>, "Bearrows, Thomas" <Bearrows@Uillinois.edu>, Avijit Ghosh <ghosha@uillinois.edu>, Thomas Hardy <hardyt@uillinois.edu>, Jennifer Creasey <jcreasey@uillinois.edu>, "Clower, Laura" <clower@Uillinois.edu>, "Clements, Vicki" <vclement@uillinois.edu>

Subject: Re: ATTORNEY-CLIENT PRIVILEGED COMMUNICATION RE significant labor developments/bargaining

We Shouldn't Have to Strike to Get a Fair Contract

06 MAR WE SHOULDN'T HAVE TO STRIKE TO GET A FAIR CONTRACT

Posted at 21:14h in [Contract Bargaining](#) by [Tony Floriani](#)



- Grad workers ready to go on strike indefinitely, as faculty negotiations go to mediation
- Fraught relations with unions are a reminder of UI System's history of provoking strikes
- Faculty to rally and picket, appeal to UI BOT: "Don't make us strike to get a fair contract!"
- **SIGN-MAKING PARTY:** w/free pizza! Mon, 3/11, 5-7pm @UIC Latino Cultural Center
- **RALLY AND INFO PICKET:** Thurs, 3/14, 11:30am-1pm @University Hall

History Repeats Itself

At our last negotiating session, the Administration team agreed to join us in seeking mediation, acknowledging the deep divide that remains between the two sides. Meanwhile, grad workers, who've bargained for a year without meaningful progress on their most important issues, have resoundingly authorized an indefinite strike. Provoking mediation and strikes is not a negotiating record to be proud of, yet this seems to be the UI System's standard operating procedure. Just last year, grad workers at UIUC were forced to go on strike to protect tuition waivers, and win fair raises. Before that, faculty at UIS, UIUC, and here at UIC, all had to strike to get their first contracts. While not surprising, it is disappointing that UI's labor relations strategy has once again brought one union to the brink of a work stoppage, while our own union is forced to consider a similar route.

Time to Turn the Page

With that clear pattern of behavior looming over our negotiations, UICUF is making a strong appeal to the UI Board of Trustees, and our Administration, to change the narrative. New board members will be taking their seats on the UI Board of Trustees next Thursday, and letters from the union are already in the mail welcoming them, but also laying out clear expectations that they must do better for unionized workers at all our campuses. It is high time to turn the page on the toxic stance the UI System has taken towards its employees.

To ensure this message is heard, we will have a [rally and informational picket](#) at UIC, as the board meets in Urbana. Our goal is to change the status quo, in favor of a more collegial future. To reach that future though, UIC's unions need fair contracts now. The rally will be held Thursday, 3/14 at 11:30am outside of University Hall, followed by a picket at noon. Members and allies are encouraged to join us in sending the message to the BoT and Administration: "Don't make us strike to get a fair contract!"

On Mar 4, 2019, at 1:44 PM, Riley, Thomas <thriley@uillinois.edu> wrote:

[Redacted text block]



•

- [illegible]

Thomas H. Riley, Jr.

University of Illinois System

Interim Executive Director of Labor Relations

and Special Counsel

thriley@uillinois.edu

312-355-5510

<image001.png>

From: [Randolph, John W](#)
To: [Jones, Robert J](#); [Cangellaris, Andreas C](#); [Hu, Feng Sheng](#); [Tewksbury, David H](#); [Chodzko-Zajko, Wojtek](#)
Cc: [Marshall, Maureen Elizabeth](#)
Subject: REEEC Letter of Support for GEO
Date: Tuesday, February 27, 2018 1:42:13 PM
Attachments: [REEEC_statement_GEO_negotiations_distribution.pdf](#)

TO: Chancellor Jones,

Provost Cangellaris,

LAS Dean Hu,

LAS Associate Dean Tewksbury,

Graduate College Dean Chodzko-Zajko

RE: THE RUSSIAN, EAST EUROPEAN, AND EURASIAN CENTER'S

LETTER OF SUPPORT

FOR THE GRADUATE EMPLOYEES ORGANIZATION

The Russian, East European, and Eurasian Center greatly values the many contributions Graduate Student Employees make to the success of our program, and to the University of Illinois as a whole. We support the efforts of the Graduate Employees Organization (GEO) to obtain a fair contract with the university that protects tuition waivers, improves wages, requires timely notification of reappointment, and provides transparency with respect to student fees. We urge the university to bargain with the GEO in good faith and without delay on these and other outstanding contractual issues. We also respect the right of our graduate students to participate in lawful work actions without fear of reprisal. REEEC will support these workplace rights by assuring those faculty and students who honor the picket line that there will be no retaliation.

On behalf of REEEC:

John Randolph (Director, REEEC)

Maureen Marshall (Associate Director, REEEC)

REEEC Executive Committee

Lilya Kaganovsky (Slavic)

Jessica Greenberg (Anthropology)

Olga Maslova (Theatre)

Mohammad Babadoost (Crop Sciences)

Christopher Condill (University Library)

Donna Buchanan (Music)

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: ***Ai-jen Poo to Speak at Midday Rally; March to President Killeen's Mansion***
Date: Tuesday, March 06, 2018 10:23:12 AM



FOR IMMEDIATE ADVISORY:

March 6, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Ai-jen Poo to Speak at Midday Rally; March to President Killeen's Mansion

Champaign-Urbana, IL - Monday, March 6, 2018, members of the Graduate Employees' Organization (GEO) start their seventh day of picketing. Award winning activist Ai-jen Poo, who's also the Executive Director of the National Domestic Workers Alliance (NDWA) and director of Caring Across Generations, will speak at our midday rally. At 3:30 PM, GEO members and allies will march to President Killeen's Mansion.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Rally and march to support GEO's fight for a fair contract

MIDDAY RALLY (12:30 PM): Foellinger Auditorium (709 S Mathews Ave, Urbana, IL 61801); with Ai-jen Poo speaking at around 12:45 PM

3:30 PM MARCH TO KILLEEN'S MANSION: Marchers will leave the quad at 3:30 and arrive to the [President's Mansion](#) by 4:30 PM.

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 12:15 PM to go to Foellinger Auditorium and 3:20 PM to march to Killeen's Mansion. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect

high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: Day 10 Rallies
Date: Wednesday, March 07, 2018 11:47:56 AM



FOR IMMEDIATE ADVISORY:

March 7, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

Rallies for Day Ten

Champaign-Urbana, IL - Wednesday, March 7, 2018, members of the Graduate Employees' Organization (GEO) will have midday and afternoon rallies.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Rallies to support GEO's fight for a fair contract

12 PM RALLY: North Quad; Near [Beckman Institute](#)

5 PM RALLY: South Quad; [McFarland Bell Tower](#)

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:45 AM to go to the North Quad and 4:45 to march to South Quad. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization

University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: GEO Occupation Update
Date: Wednesday, March 07, 2018 8:09:48 AM



FOR IMMEDIATE ADVISORY:

March 7, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Occupation Update

Champaign-Urbana, IL - Today, Tuesday, March 7, 2018, members of the Graduate Employees' Organization (GEO) are continuing their occupation of President Killeen's office in the Henry Administration Building. There has been insufficient proof of the administration's willingness to make progress on a fair contract. If the administration continues to have difficulties carrying out a productive session, the GEO bargaining team will make themselves available to bargain at any time of day. GEO will continue the occupation until a fair contract is agreed upon.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Occupation of the president's office

WHEN: Indefinite (started yesterday at 4 PM)

WHERE: President's Office in Henry Administration Building (506 S Wright St, Urbana, IL 61801)

VISUALS: GEO members. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: ADVISORY: GEO Pickets and Rallies on Day Six
Date: Monday, March 05, 2018 10:32:34 AM



FOR IMMEDIATE ADVISORY:

March 5, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Pickets and Rallies on Day Six

Champaign-Urbana, IL - Monday, March 5, 2018, members of the Graduate Employees' Organization (GEO) start their sixth day of picketing. Yesterday's bargaining session was unsuccessful; the administration was unwilling to make any movement on GEOs top priorities. The next scheduled session is Wednesday, March 7, 2018.

Our sixth day of picketing will include a noon rally at Foellinger Auditorium and an evening rally at the Alma Mater. Among the speakers at the noon rally will be Illinois Federation of Teachers (IFT) president, Dan Montgomery. GEO members and allies (including undergraduate students and faculty) will also speak at the rallies today.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Rallies to support GEO's fight for a fair contract

12 PM RALLY: Foellinger Auditorium (709 S Mathews Ave, Urbana, IL 61801)

5 PM RALLY: Alma Mater (1409 W Green St, Urbana, IL 61801)

VISUALS: Large crowds, picket signs, marchers. Strikers will leave their picket sites at approximately 11:45 AM to go to Foellinger Auditorium and 4:45 to march to the Alma Mater. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of

Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [REDACTED]
To: [Martensen, Kathy](#)
Cc: [Cangellaris, Andreas C](#)
Subject: Day 8: full tuition waivers must be reinstated.
Date: Monday, March 05, 2018 12:01:02 PM

Thank you, Kathy, for the response. But your email doesn't address the issue at the heart of the strike. Until the university is willing to return the wording of tuition waivers to that of the previous side letter, its ability to negotiate with the GEO is a non-starter.

Had the university made such a move last night, the strike would be over.

Clearly the university sees the strength of the GEO and the many many supporters they have on the campus, to include tenured faculty who are walking the picket line in solids with the GEO.

And we have all read letters to the university from faculty regarding the mass email that the Provost sent on Friday, faculty who are very upset with the provost.

Such a shame, such a shame.

On Mar 5, 2018, at 12:28 PM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Hi [REDACTED],

Since my last correspondence with you on Wednesday morning, there was indeed a meeting yesterday afternoon into the evening. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today.

Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Sincerely,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs

Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304

601 East John Street

Champaign, IL 61820

Phone: 217-333-6677

Fax: 217-244-5639

Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: [REDACTED]

Sent: Saturday, March 03, 2018 6:26 AM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: Re: Restore tuition waivers and end the strike!

Provost -

I hear from my daughter (PhD candidate in [REDACTED]) that the University is willing to meet with the mediator and the GEO on Monday -- please tell me and the rest of the world that you are bringing back the tuition waiver side letter ****as it was written in the last contract****.

The graduate employees very much want to return to work and get back to their positions of teaching and tutoring UIUC's undergraduates. The undergraduates would like their teachers and mentors back as well. The faculty and staff at UIUC want their graduate students back as well. And I certainly hope that you and the rest of the Administration want your GEO members back at work, fulfilling the academic mission of the university.

We wait with hope to hear the outcome on Monday of the meeting with all vested parties.

Thank you,

[REDACTED]

On Fri, Mar 2, 2018 at 2:07 PM, S [REDACTED] > wrote:

Thank you for your reply.

Can you elaborate on when the university will return to the bargaining table with full tuition waivers as part of the contract?

My daughter (PhD student in [REDACTED]) would very much like to resume her TA duties and get back to the business of teaching undergraduates and performing her own research. This strike situation is a deterrent all around.

Wish I could say that the GEO members share your optimism.

> On Mar 2, 2018, at 1:42 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

>

> Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

>

> Andreas Cangellaris

> Vice Chancellor for Academic Affairs and Provost

>

> -----Original Message-----

> From: [REDACTED]

> Sent: Friday, March 02, 2018 10:28 AM

> To: Cangellaris, Andreas C <cangella@illinois.edu>

> Subject: Restore tuition waivers and end the strike!

>

> This administration needs to rethink their position on tuition waivers and return to the bargaining table with the previous side letter in place!

>

> Enough is enough!

From: [Cangellaris, Andreas C](#)
To: [Curry, Ramona](#)
Subject: faculty and the GEO
Date: Tuesday, March 06, 2018 12:00:09 PM

Dear Professor Curry,

Thanks you for reaching out to share your thoughts and suggestions on the ongoing negotiations between the Graduate Employees' Organization and the University over a new collective bargaining agreement.

I know this past week has been very stressful for colleagues and students around campus. I sincerely apologize for this, and I am committed to continue to negotiate in good faith, and I look forward to the next bargaining session, scheduled for tomorrow, with both sides bargaining toward a resolution that is fair to all.

With regard to your concern about the university's commitment to offer tuition waivers, I would like to reiterate something I know you are fully aware of, namely, that tuition waivers for graduate education are foundational to our mission and our success as a public research university, and our commitment to them is clearly stated in our General Rules, under Article IV, Section 5. This, together, with the processes in our Statutes and our Campus Administrative Manual on Graduate Education and the stewarding of our graduate programs, provide the bedrock for accessible graduate education at Illinois today and in the future.

Thank you, again, for your hard work and patience.

Sincerely,

Andreas

-----Original Message-----

From: Curry, Ramona
Sent: Sunday, March 04, 2018 10:48 AM
To: Illinois Provost <provost@illinois.edu>
Subject: faculty and the GEO

Dear Provost Cangellaris,

I am writing to express my emphatic support for the GEO's current efforts to retain the language of the previous contract concerning tuition waivers. What particularly motivates my writing today is my dismay at the rhetorical strategy and the vague language of the memo you sent to us faculty on Friday, Mar. 2, justifying the position the university leadership has taken in the matter.

We all know how "code words" work (e.g., like "talking about adoption" being a guise for the Russians' asking Trump to cease enforcement of the Magnitsky act, which impairs international Russian money laundering). In your note below, the insertion of the term FACULTY/ academic GOVERNANCE seems equally disingenuous. What better way to (try to) undermine faculty support of the GEO's legitimate aims than to appeal in rather general terms to faculty's sense of responsibility and "insider" status in shaping the "vision" of graduate education? What better way, in short, than to try to pit the faculty AGAINST the GEO, as upstart outsiders?

Also the memo's use of the phrase "SELF-SUPPORTING" seems Orwellian (e.g., recall the dictum in that tale that the individual chocolate ration would be increased from 4 or 2 ounces [sic]). Thereby the memo's very vague reference to two cases supposedly warranting university insistence on now changing the language to match "original intent" does not manage to mask the university's overall aim to alter policies in awarding FUTURE tuition waivers. In short: to have some graduate students in future (whether marked by program or their status as international students) THEMSELVES "SELF-

support" the programs in which they are enrolled through at least partial payment of their tuition costs AS WELL AS through their labor as teachers and/or research assistants--else those potential "self-supporting" students would not be under discussion at all as (potential future) Graduate EMPLOYEES. The clear intent of the university's pushing for "self-supporting" graduate programs which yet somehow involve GEO contact terms--that is, future graduate EMPLOYEES-- is clearly to create a two- or even three-tier system among the graduate employees (as it has done in reducing retirement and other benefits to faculty hired in recent years, compared to the "Tier I" status of earlier-hired faculty, like myself). While such a policy might "save money," it would do so only at the expense of overall university (and FACULTY) morale and the overall quality of our graduate education, thus at the cost of inalterably damaging the university itself.

The GEO leadership and members and all other students currently receiving full tuition waivers could of course focus only on their SELF-interests (as the university seems to be asking them to do), that is, to attend ONLY to what the university is promising CURRENT students. So, the university seems to be saying, we're protecting YOU, so just call an end to the strike already! (which I would note creates far more stress for the graduate students than to us faculty!) But much to their credit, the GEO leadership and members are NOT only or even primarily self-interested. They are indeed almost altruistic in a commitment to justice also for those like themselves yet to come, who would, if the university position prevailed, essentially become SECOND CLASS ("Tier II" university benefits) --even third class members of the university graduate community. BUT (as do so many of us working on so many issues of federal policies now, e.g., protection of immigrants, that do not at all directly impact us individually) THE GEO CARES ABOUT THE UNIVERSITY, also beyond their completing their own studies and leaving.

The GEO cares about, and is working to protect, the U of I as a place where prospective graduate students of diverse ethnic and cultural backgrounds can be assured of being able to afford to live and study while also contributing their precious LABOR. They contribute such labor, of course, by performing in a really exemplary way the teaching and research jobs the faculty really now cannot do, either due to insufficient numbers or skills. I would note that a number of international students with whom I work have expressed deep anxiety about their status at the university (especially those who are in a first year currently and not yet receiving a tuition waiver at all). But consider (as to possible "unintended consequences") only a simple, clear example: who would teach Chinese at UIUC if only well-heeled ("self-supporting"?!) Chinese graduate students in, e.g., the EALC or linguistics programs, had to pay the tuition rate assessed international graduate students, even in part? Many such students could not afford or would not even wish to come to the UIUC under such conditions (with the most accomplished or promising students going to other, fairer universities). How would such a result enhance the university's enhanced international vision or impact, such as you called for in your remarks at the reception inaugurating your term as Provost?

I would add that most current UIUC faculty (even those approaching retirement, thus who might understandably feel only disinterest about the university's future) are ALSO committed to a vision of a truly diverse and fair and healthy working community, one that does NOT seek to generate an egregious multi-tiered system of benefits and rewards. Instead, we work to exercise our faculty governance to attend to the university's future in more balanced and just ways. In my view and that of many of my faculty colleagues, it is the GEO--and NOT the university administration-- that is acting with the larger vision and greater interest of the university, to insure our being able to attract strong university students from across the country and globe on the same fair basis of receiving a full tuition waiver for those graduate students engaged in teaching/research assistance duties alongside

their studies.

Along with other faculty who stand firm (and walk pickets) with the GEO in the current struggle, I implore you to act in truly good faith from your position of administrative governance, and to extend the guarantee of FULL tuition waivers for future graduate student employees at UIUC.

Sincerely,

Prof. Ramona Curry

Department of English

University of Illinois at Urbana-Champaign (affiliated with the Dept. of Media and Cinema Studies and Dept. of Gender and Women Studies, the Center for East Asian and Pacific Studies, and the Center for Writing Studies)

rcurry@illinois.edu

<http://www.english.illinois.edu/people/rcurry>

From: [Cangellaris, Andreas C](#)
To: [Murison, Justine Summerhayes](#)
Subject: Fair Contract for GEO
Date: Tuesday, March 06, 2018 12:01:05 PM

Dear Professor Murison,

Thank you very much for reaching out to me. Your thoughts and concerns [have been](#) raised by many [of our colleagues](#). I'm glad to have the opportunity to react to them.

The past week has been stressful and frustrating for our campus community, particularly our students. I assure you, I am committed to bringing this strike to an end with an agreement that is fair for all and reminds everyone that graduate education at the University of Illinois is the bedrock of our success. The significant contributions by our graduate students to the academic and educational missions of this university are recognized and valued by all of our faculty and leadership and we remain committed to bargaining in good faith and reaching an agreement that is fair and beneficial for all involved.

The anxiety about our commitment to tuition waivers has been unfortunate. Tuition waivers for graduate education are foundational to our mission, and our commitment to them is clearly stated in our General Rules, under Article IV, Section 5. (Here is the link to the General Rules for your reference https://www.bot.uillinois.edu/governance/general_rules/). This, together, with the processes articulated in our Campus Administrative Manual (<http://cam.illinois.edu/policies/>) on how we steward and advance graduate education, provide the foundation for accessible graduate education at Illinois today and in the future. There never was, nor will ever be, a change to that commitment.

Again, thank you very much for reaching out.

Sincerely,

Andreas

From: Murison, Justine Summerhayes

Sent: Friday, March 02, 2018 2:08 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: Fair Contract for GEO

Dear Provost Cangellaris,

I'm writing today to urge you and the administration to bargain in good faith with the Graduate Employees Organization, who have been on strike now for a record-setting five days. I am especially concerned about the mixed messages from the administration about tuition waiver protections. Our ability to maintain prestigious, competitive graduate programs—and thus our reputation as a comprehensive research university—depends upon these waivers, and I have been shocked by the contradictory nature of the information the administration sends about the waivers, including yesterday afternoon when Dean Wojtek Chodzko-Zajko spoke at a CFA event concentrating on the catastrophic effects of the Graduate College's decision to reduce and practically eliminate block grant funding for many humanities departments.

Both the block grant decision and the resistance of the administration to protecting tuition waivers sends a clear signal to the departments that there is little to no support for our doctoral programs. As incoming Director of Graduate Studies in English, I find this to be an alarming situation. Moreover, as a 2017 recipient of the LAS Humanities Council Teaching Excellence

Award, I believe the unwillingness to bargain in good faith shows a profound disrespect for our graduate employees as teachers and research assistants. In English, our graduate TAs perform the equivalent of a full professor's load for their meager stipend and tuition waiver, and they do so excellently, as testified by the records of graduate student teaching awards. They deserve the financial support and stability that a fair contract with protection of tuition waivers will provide.

I urge you to end the standoff, bargain in good faith, and resolve upon an equitable contract as soon as possible.

Sincerely.,

Justine Murison

* * * *

Justine S. Murison

Associate Professor of English

University of Illinois, Urbana-Champaign

608 S. Wright St.

Urbana, IL 61801

Book Review Editor, *Common-place*

jmurison@illinois.edu

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Fair Contract with the GEO
Date: Monday, March 05, 2018 8:08:51 PM

Dear Provost Cangellaris,

As an undergraduate at this university, I am beyond disappointed that the administration has failed to agree to a fair contract with the Graduate Employees' Organization, forcing the strike into a second week. Graduate employees provide vital labor to the university and have made my own success as student possible; they deserve tuition waivers, a living wage, and accessible and affordable healthcare and childcare. I do not understand why, after 11 months of negotiations, the university has failed agree to these basic requirements.

I urge you to agree to a fair contract with the GEO so that all students at this university, graduate and undergraduate, can focus on our education. Until then, I will stand with the my TA's as they fight to make education accessible.

Sincerely,

[REDACTED]

From: [REDACTED]
To: [Cangelaris, Andreas C](#)
Subject: Fair Contract
Date: Saturday, March 03, 2018 11:33:48 AM

Hello,
I hope you are well.

I am one of the undergraduate's students whose classes are affected because of the strikes.
I am also emailing you in support of our Teacher Assistants, that make up about 19% of our classes at this excellent institution.

I ask of you to please provide a fair contract now for our Graduate Employees' Organization.

Thank you, and have a nice day.

Best,

[REDACTED]

From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: FW: Day 8: full tuition waivers must be reinstated.
Date: Monday, March 05, 2018 12:18:59 PM

FYI, not responding (again—I wrote to [REDACTED] on Wednesday last week and then again this morning) further on this.

Kathy

From: [REDACTED]
Sent: Monday, March 5, 2018 12:01 PM
To: Martensen, Kathy <kmartens@illinois.edu>
Cc: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Day 8: full tuition waivers must be reinstated.

Thank you, Kathy, for the response. But your email doesn't address the issue at the heart of the strike. Until the university is willing to return the wording of tuition waivers to that of the previous side letter, its ability to negotiate with the GEO is a non-starter.

Had the university made such a move last night, the strike would be over.

Clearly the university sees the strength of the GEO and the many many supporters they have on the campus, to include tenured faculty who are walking the picket line in solids with the GEO.

And we have all read letters to the university from faculty regarding the mass email that the Provost sent on Friday, faculty who are very upset with the provost.

Such a shame, such a shame.

On Mar 5, 2018, at 12:28 PM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Hi [REDACTED],

Since my last correspondence with you on Wednesday morning, there was indeed a meeting yesterday afternoon into the evening. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today.

Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Sincerely,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 6:26 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Re: Restore tuition waivers and end the strike!

Provost -

I hear from my daughter (PhD candidate in [REDACTED]) that the University is willing to meet with the mediator and the GEO on Monday -- please tell me and the rest of the world that you are bringing back the tuition waiver side letter ****as it was written in the last contract****.

The graduate employees very much want to return to work and get back to their positions of teaching and tutoring UIUC's undergraduates. The undergraduates would like their teachers and mentors back as well. The faculty and staff at UIUC want their graduate students back as well. And I certainly hope that you and the rest of the Administration want your GEO members back at work, fulfilling the academic mission of the university.

We wait with hope to hear the outcome on Monday of the meeting with all vested parties.

Thank you,
[REDACTED]

On Fri, Mar 2, 2018 at 2:07 PM, [REDACTED] > wrote:

Thank you for your reply.

Can you elaborate on when the university will return to the bargaining table with full tuition waivers as part of the contract?

My daughter (PhD student in [REDACTED]) would very much like to resume her TA duties and get back to the business of teaching undergraduates and performing her own research. This strike situation is a deterrent all around.

Wish I could say that the GEO members share your optimism.

> On Mar 2, 2018, at 1:42 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

>

> Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

>

> Andreas Cangellaris

> Vice Chancellor for Academic Affairs and Provost

>

> -----Original Message-----

> From: [REDACTED]

> Sent: Friday, March 02, 2018 10:28 AM

> To: Cangellaris, Andreas C <cangella@illinois.edu>

> Subject: Restore tuition waivers and end the strike!

>

> This administration needs to rethink their position on tuition waivers and return to the bargaining table with the previous side letter in place!

>

> Enough is enough!

From: [Illinois Chancellor](#)
To: [Kemphues, Debbie A](#)
Subject: FW: Fair Contract for GEO
Date: Tuesday, March 06, 2018 4:11:10 PM

From: [REDACTED]

Sent: Tuesday, March 06, 2018 3:51 PM

To: Illinois Chancellor <chancellor@illinois.edu>

Subject: Fair Contract for GEO

As a community member and an alumna of the University of Illinois, I strongly urge you to press for a fair contract for the Graduate Employees Organization. As a taxpayer, I am frustrated to see big salaries going to administrators while grad students are denied a guaranteed tuition waiver and adequate health insurance.

In the long run, we will lose quality students and our University's strong reputation if we don't respect graduate students and make it possible for the most qualified students to come here.

[REDACTED]

From: [Illinois Chancellor](#)
To: [Kempthorne, Debbie A](#)
Subject: FW: I Support the GEO
Date: Tuesday, March 06, 2018 9:51:22 AM

Wasn't sure if you had received.

From: Clements, Vicki
Sent: Tuesday, March 6, 2018 9:49 AM
To: Illinois Chancellor <chancellor@illinois.edu>
Subject: FW: I Support the GEO
FYI

From: [REDACTED]
Sent: Sunday, March 04, 2018 3:28 PM
To: President Killeen <presidentkilleen@uillinois.edu>
Subject: I Support the GEO

Dear President Killeen

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

[REDACTED]

From: [Illinois Provost](#)
To: [Cancellaris, Andreas C](#); [Bernhard, William T](#); [Ellinger, Paul N](#); [Pitts, Kevin T](#)
Subject: FW: NEWS AND TRENDS, March 3-5, 2018
Date: Monday, March 05, 2018 8:59:35 AM

[Click here to see this online](#)



NEWS AND TRENDS, March 3-5, 2018

- 1 – Tech center in heart of Chicago taking shape, NG, Mar 4
- 2 – Discovery Partners Institute: 'A campus within downtown', NG, Mar 5
- 3 – U. of I. graduate student workers strike to enter 2nd week as mediation effort fails, Tribune, Mar 4
- 4 – Unofficial celebrants leaving some green behind, NG, Mar 4
- 5 – Normal operations to resume at Central Michigan University after student killed his parents on campus, Tribune, Mar 4
- 6 – Employment training center in Chicago hit with charges of enrolling fictitious students, Tribune, Mar 2
- 7 – DACA Lives, but for How Long?, IHE, Mar 5
- 8 – NCAA's Mark Emmert: Changes needed, but not paying players, Tribune, Mar 2
- 9 – Editorial: Anti-Chiefs' fantasy world, NG, Mar 5

1 – Tech center in heart of Chicago taking shape

The announcement was big and bold: a \$1.2 billion investment in the heart of Chicago to create a cutting-edge research institute led by the University of Illinois that will anchor a new "innovation network" across the state.

Four months later came another big number: a \$500 million pledge of state funding for the Discovery Partners Institute and the Illinois Innovation Network, from Gov. Bruce Rauner, the project's biggest backer.

For the governor and UI leaders, the public-private partnership offers the campus a long-desired foothold in Chicago, bringing students and faculty closer to industry partners and venture capitalists now two hours away.

The abrupt October announcement, however, was news to many in Urbana and sparked worries about a "fourth campus" pulling resources away from the UI flagship downstate.

Likewise, faculty members at the UI Chicago — just blocks from the proposed site off Roosevelt Road — wondered about their role in DPI.

Legislators and others were puzzled by talk of "nodes" on the innovation network, in Urbana, Peoria, Carbondale and other university communities.

"Nobody knew what the word 'node' meant," said Sen. Chapin Rose, R-Mahomet, who attended an early presentation after the announcement last fall. "Other nodes weren't even contacted until they read about it in the paper."

Since then, UI President Tim Killeen and Edward Seidel, UI vice president for economic development and innovation and interim director of DPI, have been making the rounds explaining the initiative to faculty members, legislators and city officials. They've assured them it's not a new UI campus, but an innovation center that can benefit the existing three. And the nodes are now referred to as innovation "hubs."

"This could be a really fantastic opportunity for the institution," said UI engineering Professor Harley Johnson, a member of the University Senates Conference, a faculty group that advises Killeen.

But he added, "I think we're all anxious for more details."

Seidel said the anxiety developed "because of the way this played out." The initiative, proposed by the UI and backed by the governor, was kept quiet for months at Rauner's request while he worked on budget negotiations and rounded up donor support, according to Seidel and the governor.

But DPI became linked with a huge development in downtown Chicago, just south of the Loop, that was one of the city's proposed sites for the new Amazon headquarters. Those sites were made public last fall, so the UI project was announced as well.

Seidel said he's talked with "hundreds of people" about the project and it's been well-received. He hasn't heard any serious concerns about the initiative hurting the UI, adding, "they see it as a win."

...

<http://www.news-gazette.com/news/local/2018-03-04/tech-center-heart-chicago-taking-shape.html>

2 – Discovery Partners Institute: 'A campus within downtown'

A curiously empty 62-acre swath of land just south of downtown Chicago is the proposed site for the University of Illinois' new Discovery Partners Institute.

The research center, which would bring faculty and students from the UI and partner universities together with industry to spur innovation, is part of a huge development planned for the site by Related Midwest.

Why hasn't the property been developed before? It has to do with topography and access, said Related Midwest President Curt Bailey.

The low-lying parcel was created when a wide U-shaped curve in the Chicago River was straightened out in the 1920s to help barges navigate the waters. For years, it housed railroad yards but then sat vacant for decades, once housing a tent city for the homeless.

The property is not easily accessible, with no through streets. It's surrounded by the Chicago River on the west, Metra train tracks and Clark Street on the east, 16th Street and Chinatown on the south and an elevated Roosevelt Road 35 feet above it on the north.

"You really don't even see it from Roosevelt," Bailey said.

But it's also the largest piece of undeveloped land in downtown Chicago.

The site was once owned by Antoin "Tony" Rezko, who had planned a large residential development there until he was imprisoned for fraud and money-laundering as a fundraiser for former Gov. Rod Blagojevich. A Luxembourg firm, General Mediterranean Holding, bought the property in 2007, and Bailey said Related Midwest acquired a controlling ownership interest two years ago.

The company has since announced one of the most ambitious projects in the city's history, estimated to cost at least \$5 billion.

Named "The 78" — there are now 77 neighborhoods in Chicago — it's designed to be a "city within a city," where residents can live, work, learn and play, as the developer puts it. It will feature residences, company offices, retail stores, restaurants and cultural institutions, with a large park and other green space, a wide river walk connecting to the existing one to the north, and an education hub, proposed to be the DPI.

...

<http://www.news-gazette.com/news/local/2018-03-05/discovery-partners-institute-campus-within-downtown.html>

3 – U. of I. graduate student workers strike to enter 2nd week as mediation effort fails

The graduate student workers' strike at University of Illinois will continue into a second week after a weekend mediation session failed to produce a contract agreement, union and university leaders said Sunday night.

Bargaining teams for the Graduate Employees' Union and the university administration returned to the bargaining table Sunday afternoon, the first meeting since union members walked off the job Feb. 26. Graduate and teaching assistants as well as their supporters have formed picket lines outside buildings in the Main Quad and staged rallies each day since launching the strike. Union leaders said this is the longest strike in the organization's 20-year history.

Urbana-Champaign Provost Andreas Cangellaris said in a email to undergraduates late last week that the strike had resulted in "a number of class cancellations and relocations."

Contract negotiations between the workers and the university administration have lasted nearly a year and resulted in dozens of negotiation and mediation sessions. Union members have worked without a contract since August. Another mediation session is scheduled for Wednesday, university spokeswoman Robin Kaler said.

"We're glad to get back to the bargaining table today," Kaler said in a statement. "The only way we will reach an agreement that reflects our goals is to have the conversations about the different ways we are proposing reaching them. Those conversations can be difficult, but we feel that today's

session was time well spent."

According to the union leader's account, it did not appear Sunday's session moved the needle in the standoff.

"The GEO bargaining team is always ready to meet if it will move bargaining forward, however the administration did not arrive with anything different from previous sessions," union leaders said in a statement. "No proposals were exchanged today."

The primary issues in dispute are tuition waivers and increases in minimum base pay for graduate and teacher assistantship positions.

Union leaders are seeking guaranteed tuition waivers for themselves and future students, arguing that benefit is the primary reason many can afford to pursue graduate-level studies at U. of I. at all. The administration wants to regain the ability to modify waivers for programming and financial reasons but says any changes would not affect the terms for currently enrolled students.

...

<http://www.chicagotribune.com/news/ct-met-university-of-illinois-strike-update-20180304-story.html>

See also: <http://www.news-gazette.com/news/local/2018-03-04/geo-ui-contract-talks-end-without-deal.html>

4 – Unofficial celebrants leaving some green behind

Unofficial St. Patrick's Day attendees came into town, wallets in hand and ready to spend money all weekend.

"My boyfriend and I are hoping to get drunk in every Big Ten city this year," Sally Jones of Bloomington, Ind., said as she left Kam's on Saturday. "Your football and basketball teams aren't very good, but your bars are Final Four material."

"My dad gave me \$500 to spend on alcohol as long as I promised not to drive," said Dave Sanderson of Orland Park. "He did Unofficial when he went here, and he wants me to have my own experience." "It was a fun weekend — except for that time some dude from Northwestern threw up on my blouse," said Angelina McCoy of Iowa City.

Liz Ziegler of Carbondale hauled three large shopping bags down Green Street on Saturday, the day after the annual drinking fest in Campustown.

"I don't consider Unofficial to be a drinking weekend. It is a shopping weekend," she said. "I had to get T-shirts for both Friday and Saturday, and of course I needed coordinating skirts. And shoes. Green shoes. Then you have to get some accessories to go with them. It's fun."

Freddie Bradley of East Lansing, Mich., said he and three buddies hopped into a van to spend the weekend in C-U.

"We got a hotel room, ate at Hooters, got some T-shirts and toured the bars," Bradley said. "It probably set us back more than \$1,000, but it was worth it."

Donnie Hunter of West Lafayette, Ind., was waiting in line to get a green tattoo.

"It's all part of the Unofficial experience," he said.

University of Illinois police spokesman Pat Wade said it was a relatively uneventful Unofficial, with very few incidents that required law enforcement to act.

...

<http://www.news-gazette.com/news/local/2018-03-04/unofficial-celebrants-leaving-some-green-behind.html>

5 – Normal operations to resume at Central Michigan University after student killed his parents on campus

Administrative and other offices will be open Monday at Central Michigan University, days after a 19-year-old student allegedly killed his parents in his campus dormitory.

The school is on "spring break all of this week so classes will resume as scheduled" on March 12, university spokeswoman Heather Smith said Sunday. "Other university operations will resume as normal (Monday) morning."

The campus was on lockdown Friday and officials canceled events and activities that evening after Eric Davis Sr. and Diva Davis were shot to death that morning in their son's fourth-floor dorm room in Campbell Hall.

University police Chief Bill Yeagley said they were helping James Eric Davis Jr. pack up for spring break. Davis Jr. fled the dorm after the shooting and was arrested Saturday morning following an intensive manhunt. He faces murder and gun charges.

Davis Jr. was taken to a hospital after his arrest and was expected to be moved to a jail once he's discharged. It was not immediately clear Sunday when he would make his first court appearance.

The family is from Plainfield, Illinois, a Chicago suburb. Davis Sr. was a part-time police officer in Bellwood, Illinois. Yeagley said the gun used by Davis Jr. belonged to his father.

Davis Jr.'s parents had picked him up Friday morning from a hospital where he had been brought for suspected drug abuse. His parents had planned to take him home.

...

<http://www.chicagotribune.com/news/local/breaking/ct-central-michigan-university-shooting-20180304-story.html>

6 – Employment training center in Chicago hit with charges of enrolling fictitious students

On paper, the student taking classes at an education center on Chicago's West Side was eligible for thousands of dollars in federal grants meant to help low-income people learn new skills.

The only problem? The student was dead.

That allegation is at the heart of an indictment made public Friday in U.S. District Court alleging six employees of the now-defunct Center for Employment Training falsified records about students to fraudulently obtain millions of dollars in federal grants.

In addition to listing the deceased student as present for classes, the defendants submitted fake diplomas for candidates who had in fact never graduated from high school, falsified test records for students showing they were eligible for aid, and created bogus employment records for others that included companies made up out of whole cloth, according to the indictment.

The 16-page indictment charged each defendant with conspiracy, wire fraud and fraudulently obtaining federal financial assistance but did not disclose the exact amount of the alleged losses.

Among those charged was the center's former director, Marie Pickett, 59, of Chicago. Also charged were admissions adviser Janie Blakeney, 63; financial aid officer Deborah Williams, 58; financial aid assistant Jenny Morales, 36; and two former instructors, Heather Smith, 43, and Tamaura Balark, 45. U.S. Magistrate Judge Michael Mason released all six Thursday on their own recognizance, court records show.

The Center for Employment Training is a California-based institution of post-secondary, non-degree, vocational and technical education with campuses throughout the country, according to the charges. The center's website lists classes and training in fields like business, child care, construction, truck driving and culinary arts.

...

<http://www.chicagotribune.com/news/local/breaking/ct-met-employment-training-fraud-charges-20180302-story.html>

7 – DACA Lives, but for How Long?

Today was supposed to be a last-ditch deadline for Congress to act if it wanted to keep the protections provided by the Deferred Action for Childhood Arrivals program in place. Two nationwide court injunctions blocking the Trump administration from ending DACA are temporarily keeping much of the program alive, but with no legislative solution in sight, uncertainty about the long-term prospects for the hundreds of thousands of young undocumented immigrants known as Dreamers who have benefited from the program continues.

To recap: DACA, established by former president Obama in 2012, offers temporary protection against deportation and also provides work authorization to a subset of young undocumented immigrants, including many current or former college students, who were brought to the U.S. as children. In September, the Trump administration announced plans to gradually end the program, arguing that the establishment of DACA represented an unconstitutional overreach of Obama's executive power, a conclusion many legal scholars disagree with.

While it would not terminate existing grants of DACA status, which is valid for two years, the Trump administration said in September it would not accept renewal requests for individuals whose benefits

were set to expire after March 5 -- today -- meaning that an ever-increasing number of DACA recipients would start to lose their protections and work authorization as early as tomorrow. Trump at the time said that Congress had six months to act to, in his words, "legalize DACA."

It has not yet done so. Democrats in Congress forced two brief government shutdowns over the issue, but Congress subsequently passed a two-year budget bill that included many Democratic priorities, but no solution on Dreamers. The Senate subsequently voted on three different bills to codify protections for Dreamers. All of the bills failed.

President Trump's own stance has also shifted. After initially indicating that he would sign whatever bill Congress brought him, Trump began to insist that legislation to protect Dreamers include concessions anathema to many Democrats in Congress, those being: \$25 billion for a southern border wall, the elimination of the diversity visa lottery program and new restrictions on family-based immigration.

All of that brings us to today and the question of what colleges can do to assist students with DACA status during this prolonged period of uncertainty. Many college presidents and higher education groups have been active in lobbying for a path to permanent residency or citizenship for these students, and concerns about the possible deportations of Dreamers in the months immediately following Trump's election spurred many colleges to declare themselves "sanctuary campuses" or otherwise articulate commitments that they or their police forces would not voluntarily cooperate with immigration enforcement (while leaving open the possibility that they could be compelled to do so).

...

<https://www.insidehighered.com/news/2018/03/05/daca-continues-now-colleges-and-students-face-uncertainties>

8 – NCAA's Mark Emmert: Changes needed, but not paying players

NCAA President Mark Emmert is hopeful the scandal roiling college basketball will lead to major rule changes, but schools paying players is likely a nonstarter.

In a 45-minute phone interview with The Associated Press, Emmert said he expects a commission to reform college basketball to put forth proposals that could modernize NCAA rules on player-agent relationships, devise new ways to handle high-profile enforcement cases and address the NBAs one-and-done rule. The commission, led by former Secretary of State Condoleezza Rice, is on track to give its recommendations NCAA leadership when the Division I Board of Directors meets in April 24-25.

Emmert says he does not think the NCAA is in crisis and that the "vast majority of what's going on inside" the associations is working "incredibly well."

"Yes we've got these very serious issues which require serious change and they erode people's belief in the integrity of all college sports," Emmert said. "That's a very serious problem and that's got to be addressed and we're doing that right now and I'm really optimistic that before basketball season next year we're going to have really meaningful change that makes this circumstance, if not completely go away, dramatically better than the problems that exist today."

"That's not the same as saying that collegiate sports is in crisis," Emmert said.

A federal investigation has alleged hundreds of thousands of dollars in bribes and kickbacks being funneled to influence recruits, an FBI probe that many fans believe reveals just a tiny slice of potential corruption in college sports.

...

<http://www.chicagotribune.com/sports/college/ct-ncaa-paying-players-20180302-story.html>

9 – Editorial | Anti-Chiefs' fantasy world

The U.S. Supreme Court last week heard oral arguments in a free speech case involving the state of Minnesota's authority to regulate the political messages — either subtle or strident — that people wear when they're at polling places on Election Day.

The justices' comments indicated that the state's argument that it can regulate what people wear to a polling place is a steep hill to climb. The issue comes down to what the state wants to ban and why, the possibility of inconsistent enforcement that establishes one set of rules for some people and another set for others.

The justices peppered lawyers on both sides with hypotheticals about what would and would not be permitted. The justices were having such fun tormenting the lawyers with their question that one news account described the opposing barristers as akin to "fish in a barrel."

"How about a shirt with a rainbow flag? Would that be permitted?" Justice Samuel Alito asked.

"A shirt with a rainbow flag. No, it would — yes, it would be — it would be permitted unless there was — unless there was an issue on the ballot that — that related somehow to — gay rights," said lawyer Daniel Rogan, who was defending the Minnesota law.

There were other inquiries about fashion and whether it would be OK — like T-shirts bearing the words "#MeToo," "Make America Great Again," "Resist" or wearing all white to express solidarity with suffragists.

Justices John Roberts' and Stephen Breyer's questions suggested that they were OK with laws that narrowly restrict polling place speech because, as Justice Roberts said, "maybe, just before you cast your vote, you should be able to have a time for some quiet reflection."

Roberts' point is well taken, although it's unclear how a voter in one polling booth would distract and disturb a voter in another polling booth.

Whatever the court's decision on the Minnesota law, which is aimed at eliminating politicking inside polling places, it will narrowly define and carefully limit government's authority to decide what kinds of messages people can wear on their clothing and where it might have authority to do so.

In that context — government's very limited right, assuming it has any authority at all, to regulate political fashion — consider the absurd resolution a group of anti-Chiefs is scheduled to present this week to the University of Illinois faculty senate.

The resolution asks the UI to ban the "appearance of a person dressed in an identical costume to that of Chief Illiniwek, who walks out during the Chief's theme music and mimics many of the Chief's movements."

It characterizes that activity as a "protest" banned under Assembly Hall rules and asserts that it should be off limits.

...

<http://www.news-gazette.com/opinion/editorials/2018-03-05/editorial-anti-chiefs-fantasy-world.html>

SOCIAL MEDIA LINKS

Michael Amiridis on Instagram: <http://chancellor.uic.edu/instagram-feed/>

Robert Jones on Instagram: <https://www.instagram.com/illinchancellor/>

Susan Koch's Twitter feed: <https://twitter.com/ChancellorKoch>

Twitter: [@UofILSystem](#) | [@illinois_alma](#) | [@thisisUIC](#) | [@UISedu](#)

Facebook: [@uillinois.edu](#) | [@illinois.edu](#) | [@uic.edu](#) | [@uis.edu](#)

All news stories available in full later today at: <https://uofi.app.box.com/e-summary>

Please check the URL after 11 am to read the latest news.

[subscribe](#) || [unsubscribe](#)

OFFICE FOR UNIVERSITY RELATIONS

Media contact: Tom Hardy, hardyt@uillinois.edu, 217-333-6400
General inquiries mail: infosource | University Relations | News Releases



From: [Illinois Provost](#)
To: [Cangellaris, Andreas C](#); [Bernhard, William T](#); [Ellinger, Paul N](#); [Pitts, Kevin T](#)
Subject: FW: NEWS AND TRENDS, March 6, 2018
Date: Tuesday, March 06, 2018 2:07:41 PM

[Click here to see this online](#)



NEWS AND TRENDS, March 6, 2018

- 1 – Issues behind GEO strike take center stage at UI Senate meeting, NG, Mar 6
- 2 – U of I police asking for help in whereabouts of Professor, WAND, Mar 5
- 3 – Exhibit at UICOMP celebrates African-American surgeons, Journal Star, Mar 5
- 4 – Pearson Family Members Foundation sues University of Chicago, aiming to revoke \$100M gift, Tribune, Mar 6
- 5 – More than 150 tickets issued as fights break out at Michigan State before Richard Spencer speech, Tribune, Mar 6
- 6 – Local 'Dreamers' remain in limbo after Trump's March 5 deadline, Tribune, Mar 6

1 – Issues behind GEO strike take center stage at UI Senate meeting

Professors and students expressed frustration Monday with University of Illinois administrators about their handling of negotiations with striking graduate employees.

A series of speakers at the monthly campus Academic Senate meeting said the administration had failed to explain clearly its rationale for wanting to change 2009 contract language protecting tuition waivers for teaching assistants, and should consult more with faculty on an issue so vital to teaching and research on campus.

"This is not business as usual. This is a crisis, and we need to talk about it," said Professor Siobhan Somerville.

Neither Chancellor Robert Jones nor Provost Andreas Cangellaris was there. Jones, who just returned from South Africa on Sunday night, had to attend a board of trustees committee meeting scheduled for the same time. Cangellaris was in Arizona for a conference hosted by Coursera, the company that partners with the UI for online education.

About 50 members of the Graduate Employees Organization did attend. They filled the visitors' section and stood in the back, holding signs and occasionally applauding speakers but otherwise listening quietly.

Vice Provost Bill Bernhard, standing in for the chancellor and provost, thanked senators and other speakers for their "constructive level of engagement."

"During times of stress on our campus, I know the senate floor has often become very contentious and personal, and that has not been the tone today," he said.

"We want to ensure that Illinois has continued excellence in graduate education and research and remains competitive in attracting" the best and brightest graduate students, Bernhard said in his opening remarks.

He also said the campus is committed to providing education to undergraduates during the strike, which began Feb. 26.

The two sides, which have been negotiating for a year, met with a federal mediator on Sunday and are scheduled to meet again on Wednesday.

...

<http://www.news-gazette.com/news/local/2018-03-06/issues-behind-geo-strike-take-center-stage-ui-senate-meeting.html>

2 – U of I police asking for help in whereabouts of Professor

The University of Illinois police are asking the community if they have heard from a professor who hasn't talked with friends or family since mid-February.

In a Facebook post, the department said Kevin D. Franklin last made contact with friends and family February 16th.

In the post it says, "we have no reason to believe Mr. Franklin is in danger, but we would like to hear from him to be sure he is OK."

According to the University of Illinois website, Franklin is a research professor for Education Policy and Organization Leadership.

...

<http://www.wandtv.com/story/37649707/u-of-i-police-asking-for-help-in-whereabouts-of-professor>

3 – Exhibit at UICOMP celebrates African-American surgeons

"Opening Doors" is more than the title of a national traveling exhibit on African-American academic surgeons opening this week at the University of Illinois College of Medicine at Peoria.

Dr. Patrice Frederick, the Chicago surgeon who will give the keynote address for the exhibit's kickoff, also wanted to open doors when she led the effort to create Manual Academy's Science Enrichment Program while a medical student at UICOMP.

"I'm impressed it has continued on since I left," she said.

Frederick graduated from UICOMP in 2004. A laparoendoscopic surgeon, she specializes in robotic and minimally-invasive surgery and diseases of the gastrointestinal tract.

UICOMP's annual Celebration of Diversity and Leadership in Medicine is at 6 p.m. Wednesday in Room A100-1 at the medical school. Her speech will be followed by a panel discussion featuring local black surgeons.

The exhibit ends April 11.

...

<http://www.pjstar.com/news/20180305/exhibit-at-uicomp-celebrates-african-american-surgeons>

4 – Pearson Family Members Foundation sues University of Chicago, aiming to revoke \$100M gift

The donation to the University of Chicago in 2015 was as generous as it was ambitious: the Pearson Family Members Foundation pledged an eye-popping \$100 million to establish a center devoted to finding new ways to resolve global conflicts.

Nearly three years later, that donation is in disarray.

The foundation, led by Thomas Pearson and his brother Timothy Pearson, is suing the university to recoup the \$22.9 million it has already handed over, saying the university's leaders have failed to demonstrate they are using the landmark gift for its intended purpose.

They say the university, among other shortcomings, has failed to hire a full-time daily director to oversee the institute, develop academic curriculum, hire high-quality faculty or schedule the institute's annual forum as stipulated by the gift agreement, according to the lawsuit.

"As a result of having breached its obligations and having engaged in deliberate misrepresentations over a period of more than two years, the U. of C. has caused the foundation to lose all confidence that the U. of C. is an appropriate or capable steward of the Pearson family legacy," the lawsuit states.

In response, university leaders bristled at the lawsuit, calling it "baseless" and said the institute is flourishing.

The institute is offering 12 courses through the Harris School of Public Policy in the 2017-18 school year, according to its website. There also are 10 fellows and two scholars at the institute this year, the website said.

"In the short time since its formation, the institute has hosted dozens of events, enrolled more than 200 students in courses related to the study of global conflict, and fostered an engaged community of scholars," the university said in a statement. "The remarkable faculty, staff and students at the Pearson Institute will continue their important and meaningful work with the full support and endorsement of the university."

The ongoing dispute highlights the question over what kinds of conditions a donor can attach to a gift and a university's legal or ethical obligation to honor those demands.

...

<http://www.chicagotribune.com/news/local/breaking/ct-met-university-of-chicago-donation-lawsuit-20180305-story.html>

5 – More than 150 tickets issued as fights break out at Michigan State before Richard Spencer speech

Fights broke out between white supremacists and protesters Monday as anti-fascist activists, students and community members converged in and around Michigan State University to counter a speech by white nationalist Richard Spencer.

Hours before the speech began, police blocked access to the venue as protesters, including some masked antifascists, gathered outside and hundreds marched toward the venue shouting, "Nazis go home!"

As some of Spencer's supporters and people planning to attend the speech arrived on campus, masked protesters shouted obscenities at white supremacists and at police. A group of white nationalists marching down the road toward the speech venue - Pavilion for Agriculture and Livestock Education - were blocked by protesters. Shouts turned to punches thrown at protesters, but the group was forced by protesters away from the pavilion where Spencer later spoke.

But as others arrived to attend the speech, which was delayed past its planned 4:30 p.m. start time, a mob of protesters swarmed around them. A circle of law enforcement officers protected those wishing to go in, but two were pushed to the ground. Another man wanting to attend the event was pelted with sticks, dirt and cans by protesters.

Two were blocked from entering, despite the police escort. They bowed as they retreated, to jeers from the crowd.

The Detroit Free Press showed video of protesters screaming at police to a steady drumbeat, one kicking the bicycle of an officer, screaming, "F-ing Nazi cops!"

Richard Spencer hosted an event at a Maryland farm. Halfway through, everyone was kicked out. Capt. Doug Monette, a spokesman for the MSU police department, said two dozen arrests were made, ranging from misdemeanors to felonies.

...

<http://www.chicagotribune.com/news/nationworld/ct-fights-michigan-state-richard-spencer-20180305-story.html>

6 – Local 'Dreamers' remain in limbo after Trump's March 5 deadline

As Monday's deadline came and went for Congress to find a legislative solution for young immigrants who came to the country illegally as children, advocates say the delay has put so-called "Dreamers" at risk for deportation.

Now, immigration attorneys and lawmakers are asking the White House to shield those who lost their protected status after the Trump administration moved to end the program.

A federal judge in January ordered the government to resume accepting renewal applications for the Obama-era Deferred Action for Childhood Arrivals program while a lawsuit goes forward. But DACA recipients are still at risk of losing their work permits because of higher wait times for application processing.

Immigration officials have been inundated with renewal requests since they resumed accepting applications, said Leonor Garcia, a staff attorney with the Pilsen-based Resurrection Project.

Garcia said her office has filed more than 100 renewal applications since January, but that there are probably thousands more in the Chicago area who have yet to renew.

She said it's important for anyone whose status will expire within the next 150 days to apply while the window is open. Immigrants who were previously protected may file for renewal, but the federal court order does not cover first-time applicants.

Durbin said he requested a meeting with Department of Homeland Secretary Kirstjen Nielsen and a bipartisan group of senators this week.

"Now, the only way it moves forward is if the Republican leaders get a signal for the president of something he will accept. That's the situation we're currently in," he said.

...

<http://www.chicagotribune.com/news/immigration/ct-met-dreamers-deadline-congress-0306-story.html>

SOCIAL MEDIA LINKS

Michael Amiridis on Instagram: <http://chancellor.uic.edu/instagram-feed/>

Robert Jones on Instagram: <https://www.instagram.com/illinchancellor/>

Susan Koch's Twitter feed: <https://twitter.com/ChancellorKoch>

Twitter: [@UofILSystem](#) | [@illinois_alma](#) | [@thisisUIC](#) | [@UISedu](#)

Facebook: [@uillinois.edu](#) | [@illinois.edu](#) | [@uic.edu](#) | [@uis.edu](#)

All news stories available in full later today at: <https://uofi.app.box.com/e-summary>

Please check the URL after 11 am to read the latest news.

[subscribe](#) || [unsubscribe](#)

OFFICE FOR UNIVERSITY RELATIONS

Media contact: Tom Hardy, hardyt@uillinois.edu, 217-333-6400

General inquiries mail: [infosource](#) | [University Relations](#) | [News Releases](#)



From: [Illinois Provost](#)
To: [Cangellaris, Andreas C](#); [Bernhard, William T](#); [Pitts, Kevin T](#); [Ellinger, Paul N](#)
Subject: FW: NEWS AND TRENDS, March 7, 2018
Date: Wednesday, March 07, 2018 10:55:14 AM

[Click here to see this online](#)



NEWS AND TRENDS, March 7, 2018

- 1 – Protesters occupy UI president's office, NG, Mar 6
- 2 – U of I Graduate Workers Strike Hinges On Tuition Waivers, Illinois Public Media, Mar 6
- 3 – Annual 'Illini Success' survey shows job, salary prospects improving, NG, Mar 7
- 4 – Illinois receives large donation, NG, Mar 5
- 5 – Look Who's Championing the Degree, IHE, Mar 6
- 6 – Illinois emergency rooms see 66 percent spike in opioid overdose visits: report, Tribune, Mar 6

1 – Protesters occupy UI president's office

Striking University of Illinois graduate employees occupied the UI president's office on Tuesday afternoon, a day before the next negotiating session with the university.

The Graduate Employees Organization posted video shortly after 4 p.m. showing the hallway outside the president's office plastered with GEO posters, such as "Fund Education First" and "Fair Wages for Grad Labor."

A sign on the entrance to the complex read, "This office is Occupied #noconfidence #faircontractnow."

Photos showed graduate students rolling out sleeping bags under portraits of past UI presidents in the hallway, with the caption, "We're here until we get a fair contract."

Signs indicated that members of the Campus Faculty Association, which supports a faculty union, were joining in the protest.

UI spokesman Tom Hardy said the students hadn't disrupted business operations in the office, at least initially. UI President Tim Killeen was not in Urbana on Tuesday, attending to "prescheduled system business," according to Hardy.

"I have been in close contact with Chancellor Jones and Provost Cangellaris throughout negotiations and during the strike," Killeen said in a statement. "I trust that the scheduled talks with the federal mediator will bear fruit soon with a fair and reasonable agreement. We will always be firmly committed to both our graduate students and our undergraduates at the University of Illinois at Urbana-Champaign."

...

<http://www.news-gazette.com/news/local/2018-03-06/protesters-occupy-ui-presidents-office.html>

See also: <http://www.news-gazette.com/news/local/2018-03-07/striking-geo-workers-set-occupation-admin-building.html>

<http://www.chicagotribune.com/news/local/breaking/ct-illinois-graduate-students-strike-20180307-story.html>

2 – U of I Graduate Workers Strike Hinges On Tuition Waivers

Hundreds of classes have been canceled and dozens more relocated as a strike by graduate employees at the University of Illinois Urbana-Champaign continues into a second week. On Tuesday night, graduate workers occupied the office of university president Tim Killeen. Strikers have a variety of demands, but one of the most contentious points focuses on the future of tuition waivers -- and whether some graduate workers will have to pay tuition while employed in academic positions on campus.

...

Tuition waivers are commonplace on university campuses across the country. They're often used as an employment perk, not only for graduate students, but for other university employees as well. University of Illinois Urbana-Champaign Vice Provost Bill Bernhard says the waivers benefit the

university, too.

"It's an invaluable tool to attract the best graduate students. If we didn't have this, a lot of graduate students couldn't afford to come to study," he said.

Better graduate students can also attract better faculty members.

Dana Rabin, a history professor and president of the Campus Faculty Association in Champaign, said she relies on graduate workers to help with research projects and teaching.

Rabin said she supports the GEO's cause. She's worried that if the campus administration moves to limit tuition waivers, exceptional prospective graduate students from low and middle income backgrounds may not be able to attend the school.

"We'd have a more homogeneous group of people here at the university. And we've certainly had that before in the United States," Rabin said. "This was the case until tuition waivers came into being. So, I don't think that's a road we really want to go down."

Campus administrators, however, say they want to keep tuition waivers intact, but they also want more control over who gets them.

Bernhard said that PhD students receive tuition waivers because it's too great a financial burden for the vast majority of students to pay for tuition over the four to six years it takes to earn the degree.

But the university also offers "revenue generating" master's degree programs in which graduate students are expected to pay tuition. Under the language of the prior GEO contract, any graduate employee, regardless of what program they're enrolled in, who received a teaching or graduate assistant position was entitled to a tuition waiver, he said. In that scenario, departments that are supposed to be earning tuition money lose out on that revenue, Bernhard said.

"There is this idea that with a master's program -- a terminal master's program -- students may want to pay for one or two years to further their credential, which would then further their ability in the professional world," he said. Bernhard said that kind of degree program is "fundamentally different from pursuing a PhD."

...

<https://will.illinois.edu/news/story/u-of-i-graduate-workers-continue-strike-over-tuition-waivers>

See also: <https://chicago.suntimes.com/chicago-politics/chicago-supporters-march-as-u-of-i-teaching-assistants-strike-lingers/>

3 – Annual 'Illini Success' survey shows job, salary prospects improving

An improving economy appears to be translating into better career prospects and higher salaries for University of Illinois students, based on its third annual survey of graduates.

This year's "Illini Success" survey shows that 89 percent of 2016-17 graduates who responded had secured a "first destination" within six months of graduation. Specifically, 62 percent had found jobs and 27 percent were in graduate school or continuing education, and 7 percent were still looking for work.

The overall placement rate is up from 88 percent for the 2015-16 class and 84 percent in 2014-15, the first time the UI conducted the comprehensive survey.

The average salary campuswide also rose from \$55,390 in 2014-15 to \$59,494 in 2016-17. Salaries grew in every college, including a 13 percent increase for graduates of the College of Applied Health Sciences.

The campus has been ahead of national averages in graduate placement, according to Julia Makela, associate director for assessment and research for the UI Career Center.

The National Association of Colleges and Employers, which collects data from schools across the country, reported an average placement rate of 81 percent for 2015-16 and 82 percent the previous year.

...

<http://www.news-gazette.com/news/local/2018-03-07/annual-illini-success-survey-shows-job-salary-prospects-improving.html>

4 – Illinois receives large donation

A little more than a month after the Levenick family provided a generous donation towards the new Football Performance Center, another family has contributed a significant gift for the facility project for

the Illinois football program.

The university announced on Monday afternoon an anonymous donation of \$1 million toward the facility, which is slated to open in time for the 2019 season and be located on the east side of Memorial Stadium.

The anonymous donors cited a desire to provide improvements to the sports medicine capabilities available to the Illini athletes, according to the university.

In the new facility, the sports medicine and training area will grow to 11,075 square feet, an increase of nearly 8,000 square feet over the existing area. This part of the facility will include a complete hydrotherapy complex, a large area for training, recovery and rehabilitation, physicians' offices and large spaces for X-ray, body composition analysis and cast fabrication facilities.

"We are incredibly grateful for this generous gift, coming from a very loyal University of Illinois family," Illinois athletic director Josh Whitman said in a statement. "Above all, they have a strong desire to impact the experience and the opportunity of our student-athletes. The pledge was far beyond anything we expected."

The philanthropic goal for the Football Performance Center is \$30 million. The total cost estimates for the new facility, which will adjoin the south end of the Irwin Indoor Facility, is \$79.2 million.

...

<http://www.news-gazette.com/sports/illini-sports/football/2018-03-05/illinois-receives-large-donation.html>

5 – Look Who's Championing the Degree

If you dig through the ancient (circa 2011) archives of everything written about the high-octane brand of massive open online courses, you actually won't find the founders of Coursera doubting the value of traditional degrees or the colleges and universities that created them (unlike some of their peers -- yes, you, Sebastian Thrun). That would have been foolhardy, since Coursera worked closely with and depended on universities to produce the content that the technology platform spread far and wide. But plenty of prognosticators, futurists and journalists who should have known better disparaged higher education by trumpeting Coursera and the other MOOC providers, saying that by making course material freely available to anyone, anywhere, anytime, the platforms heralded the beginning of the end of higher education's stranglehold over credentialing and, in due time, the institutions themselves.

Coursera is linked closely enough to the deepening meme about the digital "disruption" of traditional higher education that the company's pivot back to higher education -- underscored by today's announcement that it is more than doubling, to 10, the number of degree programs it is creating with university partners, including its first bachelor's degree -- may seem surprising.

The company has its hands in many parts of the learning landscape, working closely with companies that want to train their workers and continuing to provide individual learners with thousands of courses they can take freely (or at low cost if they want to prove they completed successfully).

...

Illinois's iMBA, which produced its first graduates in December, offers a look at how the new Coursera programs might work. It now enrolls about 600 students, whose average age is 37 compared to the 27 of the university's in-person M.B.A. program. The \$22,000 price tag for the iMBA is roughly a third of what Illinois charges in-state students and a quarter of its out-of-state tuition and fees for an M.B.A., and far below what the online M.B.A. programs offered by peers like the Universities of North Carolina and Maryland charge.

...

<https://www.insidehighered.com/digital-learning/article/2018/03/06/coursera-purveyor-moocs-bets-big-university-degrees>

6 – Illinois emergency rooms see 66 percent spike in opioid overdose visits: report

Illinois emergency rooms experienced a 66 percent jump in opioid overdose visits last year, according to a new report that suggests the epidemic of heroin and prescription painkiller abuse continues to worsen in some states.

The federal Centers for Disease Control and Prevention released state emergency room data

Tuesday in a report that encourages hospitals and health departments to do more to combat outbreaks and prevent repeat overdoses.

The report found there were more than 142,000 ER visits for suspected opioid overdoses between July 2016 and September 2017 in 45 states, which represented a 30 percent increase from the third quarter of 2016 to the third quarter of 2017. In 16 states hard-hit by the opioid epidemic, ER visits from overdoses rose 35 percent during that time.

The increase was worst in the Midwest and in large metropolitan areas.

...

<http://www.chicagotribune.com/business/ct-biz-opioid-overdoses-emergency-rooms-0307-story.html>

SOCIAL MEDIA LINKS

Michael Amiridis on Instagram: <http://chancellor.uic.edu/instagram-feed/>

Robert Jones on Instagram: <https://www.instagram.com/illinichancellor/>

Susan Koch's Twitter feed: <https://twitter.com/ChancellorKoch>

Twitter: [@UofILSystem](#) | [@illinois_alma](#) | [@thisisUIC](#) | [@UISedu](#)

Facebook: [@uillinois.edu](#) | [@illinois.edu](#) | [@uic.edu](#) | [@uis.edu](#)

All news stories available in full later today at: <https://uofi.app.box.com/e-summary>

Please check the URL after 11 am to read the latest news.

[subscribe](#) || [unsubscribe](#)

OFFICE FOR UNIVERSITY RELATIONS

Media contact: Tom Hardy, hardyt@uillinois.edu, 217-333-6400
General inquiries mail: [infosource](#) | [University Relations](#) | [News Releases](#)



From: [Horn, Heather L](#)
To: [Cangelaris, Andreas C](#)
Cc: [Hoefer, Craig James](#); [Arvan, Leslie Nay](#); [Riley, Thomas](#)
Subject: FW: Request for Informal Meeting - Graduate Employees' Organization
Date: Tuesday, March 06, 2018 5:48:28 PM

Hi Andreas,

I want to give you a heads up that the GEO is claiming that some TAs have been harassed, intimidated, or coerced during this strike and they are reaching out to a few of the departments. This is the only message that I have seen so far and the Union does copy me on requests to meet informally with the units. In addition, I typically participate in these informal meetings and have already reached out to HR in this department who will be speaking with James Yoon. I have offered my availability to participate in the meeting on Thursday anytime between 9-11am.

I will keep you posted on this matter.

Best,
Heather

-----Original Message-----

From: Yoon, Hye Suk James
Sent: Tuesday, March 6, 2018 4:31 PM
To: Grievance Officer <grievance@uigeo.org>
Cc: Horn, Heather L <hwilson@illinois.edu>; Knight, Yvonne M <yknight@illinois.edu>
Subject: RE: Request for Informal Meeting - Graduate Employees' Organization

Dear Bruce,

I'd be happy to meet and hear about these incidents. Here's my availability the next few days.

Tomorrow: 11-12
Thursday: 9-11

James Yoon

-----Original Message-----

From: Grievance Officer [<mailto:grievance@uigeo.org>]
Sent: Tuesday, March 06, 2018 3:05 PM
To: Yoon, Hye Suk James
Cc: Horn, Heather L
Subject: Request for Informal Meeting - Graduate Employees' Organization

Dear Prof. Yoon,

It has come to our attention that several TAs in your department have been harassed, intimidated, or coerced as defined under the Illinois Educational Labor Relations Act, Section 14(a) for participating in the GEO strike. We would like to set up a meeting with you as soon as possible to address the issue informally within the department before we file an Unfair Labor Practice (ULP) charge with the Illinois Educational Labor Relations Board. Please contact me at grievance@uigeo.org <<mailto:grievance@uigeo.org>> so we can resolve this matter quickly.

Examples of intimidation or harassment include:

*Threatening discharge for not being at work during the strike

*Threatening that there will be negative consequences outside of loss of pay for the duration of the strike

*Threatening any further consequences to their future employment as a result of their participation in the strike

*Any language that attempts to coerce or prohibit the member's participation in the union and this legal strike

*Threatening harm to their personnel record, their wages, seniority, or any and all other benefit and/or condition of employment following the legal strike.

The strike that the GEO has entered into is a legal strike. The employer has in no way challenged the legality of the strike. Therefore no employee may be threatened with dismissal during the strike.

I look forward to hearing from you.

Sincerely,

Bruce Kovanen

Grievance Committee

Graduate Employees' Organization

University of Illinois at Urbana-Champaign IFT/AFT Local 6300 - AFL-CIO grievance@uigeo.org
<<mailto:geo@uigeo.org>>

uigeo.org <<http://uigeo.org/>>

From: [Cangellaris, Andreas C](#)
To: [Kaler, Robin Neal](#); [Harris, Chris](#); [Chodzko-Zaiko, Wojtek](#); [Bernhard, William T](#)
Subject: FW: Sunday 3/4 => Will UIUC restore the tuition waivers?
Date: Sunday, March 04, 2018 2:06:00 PM

[REDACTED]
[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Sunday, March 4, 2018 12:27 PM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Sunday 3/4 => Will UIUC restore the tuition waivers?

It's Day 7 of the GEO strike - on most Sundays, my daughter (PhD candidate in [REDACTED]) is busy grading the homework papers of 160 undergrads taking the course she TAs. She is also usually reviewing this week's lesson plans, as she normally holds office hours on Tuesdays for the Undergrads who need a little extra one-on-one work to understand the course material. I should tell you that the office hours are not required for her TA position and accompanying tuition waiver; rather, they are one way she goes above and beyond to help her students succeed at UIUC. She cares.

Today, however, she impatiently waits for the Administration to return to the bargaining table with full tuition waivers back in the contract, as they were with the previous side letter, so she can return to her duties in the classroom.

PLEASE, as you get these emails requesting support of the GEO, think about the impact this strike is having on your campus and to your academic mission. Think about it in terms of EACH student, both graduate and undergraduate, whose lives you have thrown into chaos with your refusal to maintain the tuition waiver side letter as it has been for the last 5 years. Many, many lives have been negatively impacted by the Administration's current stance. I hope your return to the bargaining table on Monday brings an end to this situation.

[REDACTED]
On Fri, Mar 2, 2018 at 1:42 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris
Vice Chancellor for Academic Affairs and Provost

-----Original Message-----

From: [REDACTED]
Sent: Friday, March 02, 2018 10:28 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Restore tuition waivers and end the strike!

This administration needs to rethink their position on tuition waivers and return to the bargaining table with the previous side letter in place!

Enough is enough!

From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: FW: Update on the GEO strike
Date: Monday, March 05, 2018 10:47:14 AM
Attachments: [image001.png](#)

Just FYI, another one to which I'm choosing not to respond.

Kathy

From: Illini Union Parent and Family Programs
Sent: Monday, March 5, 2018 10:00 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: FW: Update on the GEO strike

Parent and Family Programs
Illini Union
1401 West Green Street
Urbana, IL 61801
217.300.0354
<http://union.illinois.edu/pfpo>



Confidentiality Notice: This message and any attached files are intended for the exclusive use of the individual or entity to whom it is addressed and may contain information that is proprietary, privileged, confidential and/or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender, by electronic mail or telephone, of any unintended recipients and immediately delete the original message and any attachments without making any copies.

From: [REDACTED]
Sent: Saturday, March 03, 2018 12:21 AM
To: iuparentfamilyprograms@illinois.edu
Subject: Re: Update on the GEO strike

Dear Dr. Cangellaris,

Please settle this strike as you are making your distinguished faculty to be scabs. That fact is not good for anyone involved.

[REDACTED]

-----Original Message-----

From: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris

<iuparentfamilyprograms@illinois.edu>

To: [REDACTED] >

Sent: Fri, Mar 2, 2018 7:53 pm

Subject: Update on the GEO strike

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: FW: Update on the GEO strike
Date: Monday, March 05, 2018 10:55:11 AM
Attachments: [image001.png](#)

Also not sending a response; just sharing so you have it for your records.

From: Illini Union Parent and Family Programs
Sent: Monday, March 5, 2018 10:01 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: FW: Update on the GEO strike

Parent and Family Programs
Illini Union
1401 West Green Street
Urbana, IL 61801
217 300 0354
<http://union.illinois.edu/pfpo>



Confidentiality Notice This message and any attached files are intended for the exclusive use of the individual or entity to whom it is addressed and may contain information that is proprietary, privileged, confidential and/or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender by electronic mail or telephone of any unintended recipients and immediately delete the original message and any attachments without making any copies.

From: [REDACTED]
Sent: Friday, March 02, 2018 9:05 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Pay your graduate teachers fairly

Sent from my iPhone

On Mar 2, 2018, at 8:10 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: FW: Update on the GEO strike
Date: Monday, March 05, 2018 11:30:49 AM
Attachments: [image001.png](#)

Another just FYI; I'm not sending a response.

From: [REDACTED]
Sent: Monday, March 5, 2018 11:23 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: FW: Update on the GEO strike

Parent and Family Programs
Illini Union
1401 West Green Street
Urbana, IL 61801
217.300.0354
<http://union.illinois.edu/pfpo>



Confidentiality Notice: This message and any attached files are intended for the exclusive use of the individual or entity to whom it is addressed and may contain information that is proprietary, privileged, confidential and/or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender, by electronic mail or telephone, of any unintended recipients and immediately delete the original message and any attachments without making any copies.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:02 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

They should all be fired. Ridiculous that you put up with this.

On Fri, Mar 2, 2018 at 7:57 PM Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

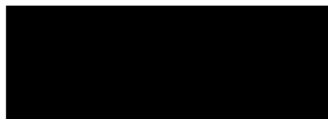
Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



--





From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: FW: Update on the GEO strike
Date: Monday, March 05, 2018 10:34:55 AM
Attachments: [image001.png](#)

Just FYI—I'm not going to reply to this one.

From: Illini Union Parent and Family Programs
Sent: Monday, March 5, 2018 9:58 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: FW: Update on the GEO strike

Parent and Family Programs
Illini Union
1401 West Green Street
Urbana, IL 61801
217.300.0354
<http://union.illinois.edu/pfpo>



Confidentiality Notice: This message and any attached files are intended for the exclusive use of the individual or entity to whom it is addressed and may contain information that is proprietary, privileged, confidential and/or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender, by electronic mail or telephone, of any unintended recipients and immediately delete the original message and any attachments without making any copies.

From: [REDACTED]
Sent: Saturday, March 03, 2018 11:00 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

So if the cost of living in Champagne is so low, why do you and other administrators need such a high salary? I believe your salaries should also be adjusted to the cost of living there, per your FAQ's for a single person is \$10.42 per hour. Is that a salary you wish to be paid for your services?

On Friday, March 2, 2018, 7:53:04 PM CST, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Cangelaris, Andreas C](#)
To: [Jones, Robert J](#)
Subject: Fwd: ***GEO Occupation Statement & Quote***
Date: Tuesday, March 06, 2018 7:33:09 PM

Chancellor,

[REDACTED]

Andreas

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 6, 2018 at 6:02:14 PM MST
To: The GEO <geo@uigeo.org>
Subject: ***GEO Occupation Statement & Quote***

The GEO (Graduate Employees' Organization) and CFA (Campus Faculty Association) are still occupying President Killeen's office. Local police are standing at all the entrances of the Henry Administration Building, preventing people from going in and joining the occupation.

Graduate worker and bargaining team member, Patrick Kimutis, said the following: "We saw the live stream of the rally at President Killeen's house on the GEO Facebook page and it was incredible to see our friends and colleagues chanting and cheering, especially in that snow and wind! Even as I'm occupying this office, that was a reminder that this movement is so much greater than any one individual. This is about all of us. This is about future students. I will occupy this office until we get a fair contract."

Contact GEO Media Liaison Ashli Anda.

[REDACTED]

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [Cangellaris, Andreas C](#)
To: [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie](#)
Subject: Fwd: ADVISORY: GEO Occupation Update
Date: Wednesday, March 07, 2018 8:13:57 AM

FYI

“If the administration continues to have difficulties carrying out a productive session, the GEO bargaining team will make themselves available to bargain at any time of day.”

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 7, 2018 at 7:09:05 AM MST
To: The GEO <geo@uigeo.org>
Subject: ADVISORY: GEO Occupation Update



FOR IMMEDIATE ADVISORY:
March 7, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Occupation Update

Champaign-Urbana, IL - Today, Tuesday, March 7, 2018, members of the Graduate Employees' Organization (GEO) are continuing their occupation of President Killeen's office in the Henry Administration Building. There has been insufficient proof of the administration's willingness to make progress on a fair contract. If the administration continues to have difficulties carrying out a productive session, the GEO bargaining team will make themselves available to bargain at any time of day. GEO will continue the occupation until a fair contract is agreed upon.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Occupation of the president's office

WHEN: Indefinite (started yesterday at 4 PM)

WHERE: President's Office in Henry Administration Building (506 S Wright St, Urbana, IL 61801)

VISUALS: GEO members. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [Cangellaris, Andreas C](#)
To: [Kaler, Robin Neal](#)
Cc: [Bernhard, William T](#); [Chodzko-Zajko, Wojtek](#)
Subject: Fwd: GEO Strike
Date: Monday, March 05, 2018 7:27:47 AM

From a student of ours.

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: March 5, 2018 at 1:41:55 AM CST
To: <cangella@illinois.edu>
Subject: GEO Strike

Dear Provost Cangellaris,

I am writing you in support of the Graduate Employees' Organization (GEO) in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. Graduate employees have been in negotiation since March 2017, and have been working without a contract since August 2017. I urge you to accept the GEO's proposals for a new collective bargaining agreement which will preserve graduate tuition waivers, pay them a living wage, and provide them and their dependents with affordable, accessible health and childcare resources.

Graduate employees perform essential work for our University as Teaching and Graduate Assistants. At some point, every undergraduate student is taught by a graduate instructor, and over 2,500 graduate workers on this campus provide invaluable labor. In fact, Illinois ranks 6th in the country among universities where graduate employees teach the most classes. Grad employees make Illinois work, and they make my undergraduate education possible.

I am getting upset as education is not cheap, I cannot go to my TA's for help and this is impacting me negatively. Will I be begging a refund for the classes and services I am paying for and not receiving?

I am deeply concerned that with the administration's attempts to cut the tuition waivers that are an essential part of grad workers' compensation. As possible future graduates, my colleagues and myself would depend on these same tuition waivers. If our university cuts them or removes them, we will be unable

to attend graduate school here. Furthermore, we do not want Illinois to be the precedent for other universities across the country to abandon their commitment to graduate tuition waivers, making us unable to pursue our goals elsewhere. Our futures depend on this, and yet the administration is attempting to remove protections for tuition waivers that the GEO won in 2009, and fought to keep in 2012. They want to give themselves “authority to waive tuition” and the “right to determine and modify tuition waivers for each graduate program,” enabling them to not only cut tuition waivers, but to replace waiver-generating appointments with hourly graduate positions *not covered by GEO’s contract*. They’ve also recently revealed a plan to legally prevent GEO from striking over tuition waivers, a drastic measure that shows their intent to break the union: by replacing graduate appointments covered by GEO’s contract, the administration would have the power to erode and ultimately eliminate GEO’s bargaining unit.

I am also concerned that the administration refuses to pay our graduate workers a living wage, and that it refuses to provide health care and child care resources for those with dependents. Teaching and Graduate Assistants making the minimum salary earn about \$6,000 less than our University’s own published cost of living and most have not received a raise in five years. The administration is also refusing to provide healthcare coverage for dependents of graduate workers, or a childcare subsidy for graduate worker parents. Without these important benefits, graduate workers will not have financial stability and graduate school will not be equally accessible to everyone. I believe that everyone deserves a fair, living wage and access to these critical benefits, especially those with dependents. At Illinois, we should put people first, not revenue.

The administration’s lack of commitment to those that have contributed so much to the education of my colleagues and myself leads me to question its priorities. Provost Cangelaris are you committed to our graduate employees’ futures? I ask, because I can assure you that *they are committed to us*, and to the academic excellence that we want to continue to define our university. When administrators such as yourself refuse to bargain a fair contract with the GEO, forcing them to threaten a strike--a strike that would be incredibly disruptive to the education that I pay the university tens of thousands of dollars per year for--I fear that I already know the answer to my question. I urge you again to bargain a fair contract with the university. Show me I am wrong by proving to me that we can work together as administrators, undergraduates, graduate employees, faculty, staff, and community members for a brighter future at Illinois.

Sincerely,

[Redacted Signature]

From: [Cangellaris, Andreas C](#)
To: [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie](#)
[Nay](#); [Horn, Heather L](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Sunday, March 04, 2018 8:40:04 PM

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 4, 2018 at 8:27:05 PM CST
To: The GEO <geo@uigeo.org>
Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [REDACTED]
To: Cangellaris, Andreas C; presidentkileen@uillinois.edu
Subject: Fwd: Support for the GEO
Date: Monday, March 05, 2018 10:14:48 AM

Begin forwarded message:

From: [REDACTED] >
Subject: Support for the GEO
Date: March 5, 2018 at 10:12:51 AM CST
To: provost@uillinois.edu

Dear Mr. Cangellaris,

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

From my experience, the graduate students in my department go above and beyond what is expected of them for their teaching assignments. They are constantly reinforcing their support of my research and professional endeavors and are willing to meet with undergraduates on the weekend and late in the evening. I look to my graduate students for current information about the field and have been blessed to work alongside them.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and

childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Fwd: Update on the GEO strike
Date: Monday, March 05, 2018 10:56:56 AM

Our daughter is in her first year as a [REDACTED] at the University of Illinois. She has had every one of her classes/labs/lectures cancelled (with the exception of two lectures) for over a week. Even when these lectures were held, the strikers outside were chanting so loudly that the students couldn't focus on what the professor was saying. When she tried to get into her lecture hall, although she was not denied access, she felt threatened to "cross the line" to get in.

Last year when our daughter was a senior deciding on universities, she had many choices. We encouraged her to look at the best fit for her personally and academically. U of I has an excellent reputation in what she wanted to major in, computer science. We are a family of Illini alum: myself, my brothers, my sister, my sister-in-law, and my father-in-law all attended and graduated from U of I. We were excited when she ultimately decided to attend.

[REDACTED] students who wish to transfer into computer science, or any of the other majors within Engineering, for that matter, have a rough first year. They must meet rigorous academic standards; almost herculean. They must take certain courses to qualify for transfer, most of which my daughter has been shut out of because she's not "truly" a computer science major yet, however, they are required to take to transfer in; creating a catch-22 scenario.

Our daughter studies as she can. She meets with friends to try and glean what she can. She studies the material, but it's difficult when it's not being taught by TA's OR professors. She can ask questions during professors' office hours, but they tend to be filled and she doesn't know what to ask when she's there because she hasn't been taught the material to begin with. This is SUCH a critical time in her education, being a freshman and desiring to transfer out of [REDACTED]. At this point she is frightened. It is not her fault that any of this has happened and she is exceedingly fearful of her future and ability to transfer into her desired major at all.

Strikes happen. We wish for the process to sort out itself. We're not on either side of this debate, quite honestly. HOWEVER, the students (especially freshmen) are bearing the brunt of this. We are extremely disappointed there appears to have been no contingency plans set in place for this situation, even though it has been developing for over a year now.

What resources are these students going to receive? So far what's been offered is insufficient. What about grading? How will this all affect her future opportunity for transfer? What about the education we have paid for but not received in return?

One could argue that as her parents we should leave her alone to fight this; she's an adult. But WE are the ones who encouraged her to attend U of I. WE are the ones who pay her bills. WE are the ones her believe in her abilities. At this point, It feels as if U of I does not.

[REDACTED]

----- Forwarded message -----

From: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Date: Fri, Mar 2, 2018 at 8:04 PM
Subject: Update on the GEO strike
To: [REDACTED]

[Click here to see this online](#)

header image



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you

might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Cangellaris, Andreas C](#)
To: [Kaler, Robin Neal](#)
Subject: Fwd: Updated university information regarding potential GEO strike
Date: Monday, March 05, 2018 7:11:23 AM

Robin,

Please add this one to the ones I forwarded yesterday that I would like to respond to with a thoughtfully crafted letter.

Thanks,

Andreas

Sent from my iPhone

Begin forwarded message:

From: "Sanders, Kirk" <ksanders@illinois.edu>
Date: March 5, 2018 at 6:58:07 AM CST
To: Illinois Provost <provost@illinois.edu>
Cc: "Cangellaris, Andreas C" <cangella@illinois.edu>
Subject: RE: Updated university information regarding potential GEO strike

Dear Provost Cangellaris,

I'm re-sending my message below, since your massmails on the subject have not addressed the specific questions I posed therein.

Best,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Sanders, Kirk
Sent: Wednesday, February 28, 2018 11:45 AM
To: Illinois Provost
Cc: Cangellaris, Andreas C
Subject: RE: Updated university information regarding potential GEO strike

Dear Provost Cangellaris,

Thank you very much for your email and the update on negotiations with the GEO. I wonder, however, whether you might be able to clarify something for me (or direct me to someone who could offer the necessary clarification) re: the university's position on tuition waivers in particular. According to your email, the latest proposal from the administration with respect to the relevant "side letter" states in part:

All doctor of philosophy (Ph.D.) degree programs will continue to grant tuition waivers. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, ...

On its face, this revised language does not seem to guarantee that Ph.D. programs will continue to grant full-tuition waivers to all students employed as TAs or GAs, present as well as future.

It does, of course, guarantee support at current (or initial) levels for anyone who receives a tuition waiver now (or who will do so in the future), and it even guarantees that tuition waivers in one form or another will remain a feature of Ph.D. programs at the university. But especially when coupled with language in the preceding paragraphs (e.g., "the University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program ... *even if modifications in that program should occur*" and "*if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver*, the University will not modify the full tuition waiver offered to the existing students within that program"), the revised language also seems perfectly compatible with a scenario whereby Ph.D. programs would in the future provide full – or perhaps even just partial/base-rate? – tuition waivers only to some proper subset of future students employed as TAs. [*Addendum 3/5: Or to provide only base-rate tuition waivers instead of full tuition waivers.*]

Is my understanding correct, or have I missed something? If it is correct, I confess that it's hard for me to see how this new revised language really differs in a sufficiently meaningful way from previous proposals, at least in terms of its practical implications.

Thanks in advance for any information/clarification you can provide.

Sincerely,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Illinois Provost

Sent: Sunday, February 25, 2018 7:04 PM

Subject: Updated university information regarding potential GEO strike

Dear Colleagues,

I write to update you on the status of negotiations with the Graduate Employees Organization. As you know, the GEO has prioritized protection of tuition waivers and increasing financial support for wages and health care. I sent the letter below directly to graduate employees represented by the GEO, so they can see directly what we are offering.

I will be reaching out to all faculty, staff and students to provide them with the latest information.

Strike FAQs and information about the items being addressed through the bargaining process can be found at: <http://go.illinois.edu/geonegotiations>.

Please contact Labor & Employee Relations, specifically Heather Horn or Leslie Arvan at 217/333-3105, email strikequestions@illinois.edu, or my office with questions or to seek assistance in managing the strike.

We will continue to negotiate and work together with the GEO during this strike.

We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure that Illinois is an attractive and competitive choice for an advanced degree to the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris

Vice Chancellor for Academic Affairs and Provost

MESSAGE TO GRADUATE EMPLOYEES REPRESENTED BY GEO:

Dear Members of the Graduate Employees' Organization Bargaining Unit,

The University and the Graduate Employees' Organization (GEO) held a five-hour session with the federal mediator in an effort to reach a new agreement and avert a strike. The University was willing to continue negotiations through that night, but the GEO has indicated that it will proceed with plans for strike on Monday.

We have been negotiating in good faith throughout this process and have made significant progress so far, reaching tentative agreements in 12 of the originally identified bargaining areas. And our proposals on the remaining issues have demonstrated significant movement responsive to the GEO's concerns.

- The current proposal explicitly guarantees tuition waivers to bargaining unit members, offers clear protections of the value of those waivers throughout a student's academic career here and was adjusted to remove language about eligibility that the GEO said was cause for concern.
- The current proposal offers a 10% increase in the minimum wage over the life of the agreement and a 3% increase in the first year for reappointed students with raises commensurate with the rest of campus in the

remaining years.

- The current proposal offer would raise the university's contribution to the student health insurance fee for represented employees from 80% to 87%. We are committed to continuing to bargain to reach an agreement that is fair and beneficial for all involved as soon as possible.

As I said in my earlier message to you, we greatly value your significant contributions to the academic and educational missions of this university.

So that you may remain informed, here is the updated side letter language submitted by the University at today's session, The new language provided revised language in response to the GEO's concern about the word "eligible."

The University has reserved, as part of its management rights, the right to determine and modify the graduate program tuition waiver designations. Each program, therefore, will be permitted to exercise the rights and authority associated with its designation relating to tuition waivers, regardless of whether that right or authority has been previously exercised.

The University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program as long as they remain in that program, are in good academic standing, and are making proper progress toward graduation in that program even if modifications in that program should occur. Accordingly, if the University determines that program needs have changed and elects to modify the designation or suspend future enrollment in a program, **the existing students within that program will nevertheless continue to be governed by the waiver policy in effect at the time of their first enrollment in the program** as long as they remain in that program, they hold a tuition waiver generating assistantship, maintain good academic standing and continue to make appropriate progress towards their degree.

Similarly, if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver, the University will not modify the full tuition waiver offered to the existing students within that program who hold a tuition waiver generating assistantship throughout the time that they remain in that program, provided that they maintain good academic standing and continue to make appropriate progress towards their degree.

All doctor of philosophy (Ph.D.) degree programs **will continue to grant tuition waivers**. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, (2) remain enrolled in that same program, (3) continue to satisfactorily perform the duties of their assistantships, (4) maintain good academic standing, and (5) continue to make appropriate progress towards obtaining their degree. The funding provided during that time period may take a variety of forms within the discretion of the University, including tuition-waiver generating graduate assistantships, teaching assistantships, research assistantships, pre-professional assistantships, and fellowships.

We will continue to negotiate and work together with your labor representative, the GEO, during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining

competitive in attracting the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris

Vice Chancellor for Academic Affairs and Provost

From: [Cameron, Allen John](#)
To: [FandS Custodial Facilitators](#)
Cc: [Kornegay, Randolph](#); [Voitik, Pamela James](#); [Coleman, Helen J](#); [Breitwieser, Steven](#); [Cangellaris, Andreas C](#); [Myrick, Matthew A](#)
Subject: GEO protesters camping out in 3rd floor hallway of 46 Henry Administration Building tonight, 3/6/18-3/7/18
Date: Tuesday, March 06, 2018 7:57:59 PM
Attachments: [image001.png](#)
[MASSMAIL - University information regarding GEO strike.msg](#)
Importance: High

F&S Building Services Early Day Shift,
Abby from the University of Illinois Police Department / Public Safety called just now. She advised that approximately twenty GEO members are “camping out” in the third floor hallway of the Henry Administration Building tonight. A UIPD officer will be standing by on site. UIPD wanted this information to be passed along to the next Building Services crew who are scheduled to enter the building.

(Please review the attached 2/25/18 MASSMAIL from Provost Cangellaris, regarding the GEO strike and the University’s expectations of its Academic Professional and Civil Service personnel.)

Thank you,

Allen Cameron

[Facilities & Services](#)

Building Service Supervisor

Early Evening Shift

(217) 300-1990

email: acameron@illinois.edu



From: [Cameron, Allen John](#)
To: [FandS Custodial Facilitators](#)
Cc: [Kornegay, Randolph](#); [Voitik, Pamela James](#); [Coleman, Helen J](#); [Breitwieser, Steven](#); [Cangellaris, Andreas C](#); [Myrick, Matthew A](#)
Subject: GEO protesters camping out in 3rd floor hallway of 46 Henry Administration Building tonight, 3/6/18-3/7/18
Date: Tuesday, March 06, 2018 7:57:59 PM
Attachments: [image001.png](#)
[MASSMAIL - University information regarding GEO strike.msg](#)
Importance: High

F&S Building Services Early Day Shift,
Abby from the University of Illinois Police Department / Public Safety called just now. She advised that approximately twenty GEO members are “camping out” in the third floor hallway of the Henry Administration Building tonight. A UIPD officer will be standing by on site. UIPD wanted this information to be passed along to the next Building Services crew who are scheduled to enter the building.

(Please review the attached 2/25/18 MASSMAIL from Provost Cangellaris, regarding the GEO strike and the University’s expectations of its Academic Professional and Civil Service personnel.)

Thank you,

Allen Cameron

[Facilities & Services](#)

Building Service Supervisor

Early Evening Shift

(217) 300-1990

email: acameron@illinois.edu



From: [Cangellaris, Andreas C](#)
To: [Angrave, Lawrence Christopher](#)
Subject: GEO Strike negotiation suggestion. (=> Financially Reward GEO for professional masters students)
Date: Tuesday, March 06, 2018 4:13:58 PM

Dear Professor Angrave,

Thanks you for reaching out to share your thoughts and suggestions on the ongoing negotiations between the Graduate Employees' Organization and the University over a new collective bargaining agreement.

I know this past week has been very stressful for colleagues and students around campus. I sincerely apologize for this, and I am committed to continue to negotiate in good faith, and I look forward to the next bargaining session, scheduled for tomorrow, with both sides bargaining toward a resolution that is fair to all.

Success in our academic mission is simply not possible without our teaching assistants and our graduate assistants. The significant contributions by our graduate students to the academic and educational missions of this university are recognized and valued by all of our faculty and leadership and we remain committed to bargaining in good faith and reaching an agreement that is fair and beneficial for all involved.

We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

Sincerely,

Andreas

-----Original Message-----

From: Angrave, Lawrence Christopher

Sent: Saturday, March 03, 2018 11:51 AM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Advve, Vikram Sadanand <vadvve@illinois.edu>

Subject: GEO Strike negotiation suggestion. (=> Financially Reward GEO for professional masters students)

Provost Andreas Cangellaris,

Here's an interesting idea born from my discussions with the new interim head of Sociology, and friend, Prof. Brian Dill, that could be used for the basis of a win-win for each side.

It is essentially the following "recognitions" on both sides-

1. Suggest that the GEO recognizes that importance of professional masters programs and ask them to write initial language for these programs that recognizes that these programs can exist and are different from >2 year PhD programs. That these programs are independent of long-term scholastic grad programs that do require TAs. [I believe CS is the only significant potential revenue stream the UofI cares about in the short-term but I suggest it is not appropriate to identify particular units]
2. That the university recognizes the importance of the GEO and offers to pay na amount for each of those students directly to the GEO (but legally we do not confer any additional rights or membership obligations etc based on this amount).

Thanks for your time,

Lawrence.

--

Lawrence Angrave

Teaching Professor
Department of Computer Science
University of Illinois at Urbana-Champaign (UIUC)
T: 217 333 1424 E: angrave@illinois.edu

From: [REDACTED]
To: [Illinois Provost](#)
Subject: GEO strike
Date: Saturday, March 03, 2018 7:25:24 AM

Dear Mr. Cangelaris,

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

[REDACTED]

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: GEO
Date: Tuesday, March 06, 2018 2:42:43 PM

Dear Mr. Cangellaris,

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

From: [REDACTED]
To: [Horn, Heather L](#); [Illinois Chancellor](#); [Illinois Provost](#)
Subject: Give the GEO a Fair Contract
Date: Tuesday, March 06, 2018 12:34:57 PM

Good afternoon,

As an alumni of the University of Illinois at Urbana-Champaign, I would like to express my displeasure with the administration's intransigence regarding the Graduate Employees Organization. I hope you will work with the GEO to preserve their guaranteed tuition waivers.

During my years at Illinois, my TAs provided dedicated and personal instruction during Discussion Sections, they offered productive and enriching feedback on the assignments they graded, and they introduced me to the rigors and rewards of a college education. They provided insight into the world of academic research and challenged me to think and grow in new and important ways. My TAs were my most visible and immediate point of contact with the University.

In today's competitive climate when academics and expert opinion are under increasing assault, it is shameless that your administration has not offered a fair contract to the GEO. In particular, I encourage you to work with the GEO and preserve their guaranteed tuition waivers. The rising cost of higher education makes tuition waivers an essential component of maintaining a diverse and meritorious graduate program.

Thank you,

[REDACTED]

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: I Support the GEO
Date: Sunday, March 04, 2018 3:31:21 PM

Dear Mr. Cangellaris,

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

[REDACTED]

From: [U. of I. News Bureau](#)
To: [Cangelaris, Andreas C](#)
Subject: Illinois in the News
Date: Wednesday, March 07, 2018 11:58:26 AM

[Click here to see this online](#)

Illinois In the News



HEADLINES

Graduate Students Strike – WUIS-FM (Illinois)*

Crop Sciences – The Japan Times*

Artificial Intelligence – Forbes

and

Today's Roundup of Higher Education News

*multiple entries

GRADUATE STUDENTS STRIKE

WUIS-FM (Springfield, Ill., March 7) – Hundreds of classes have been canceled and dozens more relocated as a strike by graduate employees at the Urbana campus continues into a second week.

Tuesday night, graduate workers occupied the office of System President Tim Killeen. One of the most contentious points focuses on the future of tuition waivers.

[more](#)

Also:

Chicago Tribune (from The Associated Press; March 7)

[more](#)

CROP SCIENCES

The Japan Times (Tokyo, March 7) – Researchers on Tuesday unveiled a genetic modification that enables plants to use a quarter less water. The first-of-its-kind genetic “hack” could help feed the growing population of an increasingly water-starved world. “This is a major breakthrough,” says senior author Stephen Long, a professor of crop sciences at Illinois. “When water is limited, these modified plants will grow faster and yield more.”

[more](#)

Also:

International Business Times (Bangalore, India)

[more](#)

ARTIFICIAL INTELLIGENCE

Forbes (March 1) – What’s next in the world of artificial intelligence? Some of the world’s leading researchers and industry thought leaders offer their predictions. “AI will enable the detection of an unexpected astrophysical event that emits gravitational waves, opening a new field of research in contemporary astrophysics,” says Eliu Huerta, the head of the gravity group at the National Center for Supercomputing Applications at the U. of I.

[more](#)

HIGHER EDUCATION NEWS

The Wall Street Journal (March 7) – Wells Fargo is facing new scrutiny over its relationships with U.S. colleges, with a senior Democratic senator urging the bank to pause any expansion of its campus partnerships. In those agreements, Wells Fargo and other banks pay hefty royalties to schools in exchange for access to students as prospective new customers.

[more](#)

The Chronicle of Higher Education (March 6) – A prominent Harvard University professor and former vice provost accused of inappropriate behavior by close to 20 women announced Tuesday that he would retire on June 30. Jorge Dominguez, currently on administrative leave, may not set foot on Harvard’s campus without formally requesting permission from university officials.

[more](#)

Education Week (Bethesda, Md., March 6) – In recent years, policymakers have increasingly called for early childhood educators to have four-year degrees, but historically many day care workers and preschool teachers have started their training at two-year schools. A new report from a national nonprofit organization lays out some of the challenges for early childhood education students at the community-college level.

[more](#)

Today’s Top Stories From the Website of Inside Higher Ed:

An accreditor’s backing of Purdue University’s acquisition of the for-profit Kaplan University paves the way for a new, unusual public university, while giving a boost to other bids for for-profit conversions, partnerships and acquisitions.

[more](#)

From 2013-16, enrollments in foreign language courses fell 9.2 percent. Declines include Spanish, still the most commonly taught language.

[more](#)

Golden West College, a diverse community college in Southern California, says a professor is on leave after she was recorded off-campus telling an Asian-American family to “go back to your home country.”

[more](#)

A student receiving federal grants and loans who commits an infraction as minor as possessing marijuana faces losing aid eligibility. Some see this rule as unwise and are pushing to change it. [more](#)

Nonprofit Books@Work brings literature discussions led by professors to the workplace. [more](#)



About this email: Illinois in the News is a sampling of citations from regional, state, national and international media. Citations are not drawn from the local media because it is assumed the audience for Illinois in the News has wide access to local newspapers and electronic media. Please pass along Illinois in the News to others you think might find it useful. Some Web links are short-lived by design of the publisher. In most cases, articles are archived on the publisher's website and can be retrieved electronically. Access to some sites may require registration. Some articles may be archived on sites that are fee-based, and some articles may have re-distribution restrictions. In some cases, first-time users of a publisher's website may be asked to register or to subscribe to it. If you have a problem accessing an article, please contact the News Bureau at 333-1085.



Planning is underway for The Next 150, an update of the university's strategic plan. Follow the process and progress at strategicplan.illinois.edu.

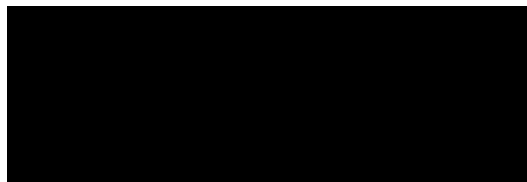
[Subscribe](#) [Unsubscribe](#)



From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: It's time to settle a fair contract!
Date: Saturday, March 03, 2018 3:02:55 PM

Andreas Cangellaris,

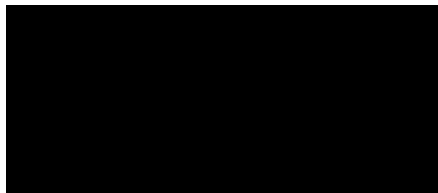
I am writing to urge you to get down to business and negotiate a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love. You are the one who needs to realize how important the tuition waiver is to grad employees. I know because I was quite recently a grad employee and still have student debt to pay off. Listen and respond in good faith to your grad employees--they are the next generation of professors, important for teaching future students and producing knowledge that will empower the future people of the our world. You play a noble and important role when you bargain in good faith with the union of grad employees. It's democracy in the workplace in action.



From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Let's settle a fair contract!
Date: Friday, March 02, 2018 9:11:16 PM

Andreas Cangellaris,

Please do not tarnish the work people do. Settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love.



From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Letter from Former Student: Settle a fair contract!
Date: Sunday, March 04, 2018 5:27:58 PM

Andreas Cangellaris,

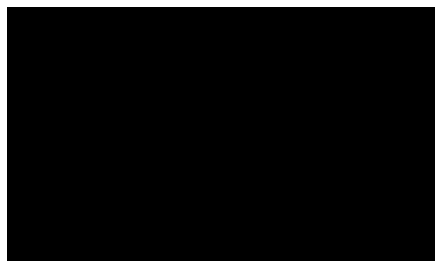
Hello Provost Congellaris,

As a former undergraduate student at UIUC, I know the hard work GEs put into their jobs and do not believe reducing their tuition waivers aid the mission of a high quality education. Impoverishing Graduate Employees is irresponsible for the future of UIUC and high education.

Though the climate in Illinois has turned radically anti-union, I hope UIUC will stand out as a leader in working with their workers.

Settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love.

Best,



From: [Provost Andreas Cangellaris](#)
Subject: MASSMAIL - University's position on tuition waivers
Date: Friday, March 02, 2018 9:31:45 PM



Dear Colleagues,

Thank you for your efforts during this week's strike. I appreciate your patience and all you have done to help ensure that our undergraduate students continue to have the academic experience they deserve.

As you know, language around tuition waivers is one of the most publicly discussed items left to be resolved in our negotiations with the Graduate Employees Organization (GEO). You might have heard this referred to as the "side letter." To view the 2.25.18 version of the side letter click [here](#).

I'm writing today to address questions I'm hearing from our faculty wondering why we are proposing new language at all. Why don't we, as the GEO has said, simply resurrect the expired side letter on tuition waivers that was included in the previous

two agreements? The short answer is that the language of the original side letter has been, on two occasions so far, subject to legal interpretations that are not at all consistent with the University's original intent and not consistent with the principles of shared faculty governance.

The side letter was created in 2009 in an effort to address concerns about the possibility of then-current students having the terms of their waivers changed by their academic program during their academic career. This language was crafted specifically and only to offer assurances to these students that their waivers would be protected.

Since then, in two separate arbitration decisions, the actual language of the side letter has been interpreted in ways that have impacts far beyond the original intent of the agreement. These decisions have created challenges for faculty within departments who want to modify the designation of a program. Specifically, these decisions restrict a department's ability to reclassify an existing graduate program to a self-supporting program. And they have also restricted a department's ability to seek reimbursement for tuition costs from another department. Neither of these outcomes was ever part of the negotiation around the original side letter. These decisions decrease the role of faculty governance in the development of a coherent, sustainable strategy for graduate education at Illinois – and that is the reason why we cannot accept a final agreement with the original side letter language.

Our intent in the new side letter language is to offer those in the GEO bargaining unit tuition waiver protection while restoring the ability of departments, schools and colleges to modify programs in ways that further their educational mission. As intended in the original side letter, our language explicitly guarantees tuition waivers to bargaining unit members and safeguards the value of those waivers throughout a student's time in an academic program. And it allows faculty within departments, schools and colleges to exercise their authority and responsibility to make decisions related to their academic programs.

There are differences between collective bargaining around employment issues and academic governance. Rather than addressing terms and conditions of employment, the original side letter cedes your authority as faculty members to make the decisions that determine the future of this institution.

Graduate education is an irreplaceable and essential cornerstone of the excellence of a public research university. We are committed to reaching a final and fair agreement as quickly as possible and I am certain the GEO shares that same goal. I am optimistic we will get through this together in a way that leads to better opportunities for everyone who comes to study at Illinois.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

This mailing approved by:

Office of the Vice Chancellor for Academic Affairs and Provost

sent to:

Faculty

[Massmail Archive](#) • Massmail powered by [Webtools](#)

From: [Cangelaris, Andreas C](#)
To: [Marshall, Anna-Maria](#)
Subject: MASSMAIL - University's position on tuition waivers
Date: Tuesday, March 06, 2018 12:08:48 PM

Dear Professor Marshall,

Thank you very much for reaching out to me. Your thoughts and concerns have been raised by many colleagues, and I'm glad to have the opportunity to react to them.

The past week have been stressful and frustrating for all of us. I assure you, I am committed to bringing this strike to an end with an agreement that is fair for all and reminds everyone that, as it has always been the case in its mission as a land grant public research university, graduate education at the University of Illinois is the bedrock of our success.

The anxiety about our commitment to tuition waivers has been unfortunate. Tuition waivers for graduate education are foundational to our mission, and our commitment to them is clearly state in our General Rules, under Article IV, Section 5 –

https://www.bot.uillinois.edu/governance/general_rules/. This, together, with the processes articulated in our Campus Administrative Manual – <http://cam.illinois.edu/policies/>, on how we steward and advance graduate education, provide the foundation for accessible graduate education at Illinois today and in the future.

We held a bargaining session with the GEO this past weekend and another mediation session is scheduled for this Wednesday. We look forward to continuing the conversation on how to reach an agreement ensures that we remain an institution that will continue to attract the best and most talented new graduate students.

Thanks for your hard work and patience.

Sincerely,

Andreas

From: Marshall, Anna-Maria

Sent: Saturday, March 03, 2018 10:36 AM

To: Illinois Provost <provost@illinois.edu>

Subject: Re: MASSMAIL - University's position on tuition waivers

Respectfully, this message makes me think less of the University's bargaining position.

I appreciate that the University wanted to keep the tuition waivers out of the GEO contract, and that their strategy for doing so was producing the side letter. But the University lost that battle a long time ago. The University may not like the arbitrator's interpretations of the contract; those rulings may not be reasonable, but honestly, we can't just keep wishing those interpretations away. They are binding. And if your lawyers are telling you something else, they are simply wrong.

Moreover, your appealing to faculty, telling us that you're trying to preserve our flexibility and our governance rights sounds like what you're actually trying to protect is the ability of departments to continue their arbitrary and abusive practices of granting and denying tuition waivers to their students. If the University cared about its graduate students, it would be clamping down on departments rather than fighting with the students.

And to deny that tuition waivers are part of students' compensation package simply defies logic. Even Congress understands that tuition waivers are compensation.

Finally, whoever it was in the Administration who said this strike was minimally disruptive certainly didn't talk to me. This strike has been the most disruptive experience I've had at the University — and I was the head of a contentious department for 5 years. Up until now, I have been willing to entertain that the University was engaged in hard bargaining. I am deeply disappointed in this email, this explanation, and in this ongoing strike. I urge you and the bargaining team to bring it to an end as soon as possible.

Anna Marshall

"The arc of the moral universe is long, but it bends toward justice"

-- Dr. Martin Luther King, Jr

Anna-Maria Marshall

Associate Professor

Department of Sociology

University of Illinois, Urbana-Champaign

3120 Lincoln Hall

702 S. Wright Street

Urbana, IL 61801

(217) 333-1950

From: Provost Andreas Cangellaris <provost@illinois.edu>

Reply-To: no-reply-webservices <no-reply-webservices@illinois.edu>

Date: Friday, March 2, 2018 at 9:30 PM

Subject: MASSMAIL - University's position on tuition waivers

https://illinois.edu/skinDesigner/files/23365/massmail_blocki-book.png



Dear Colleagues,

Thank you for your efforts during this week's strike. I appreciate your patience and all you have done to help ensure that our undergraduate students continue to have the academic experience they deserve.

As you know, language around tuition waivers is one of the most publicly discussed items left to be resolved in our negotiations with the Graduate Employees Organization (GEO). You might have heard this referred to as the "side letter." To view the 2.25.18 version of the side letter click [here](#).

I'm writing today to address questions I'm hearing from our faculty wondering why we are proposing new language at all. Why don't we, as the GEO has said, simply resurrect the expired side letter on tuition waivers that was included in the previous two agreements? The short answer is that the language of the original side letter has been, on two occasions so far, subject to legal interpretations that are not at all

consistent with the University's original intent and not consistent with the principles of shared faculty governance.

The side letter was created in 2009 in an effort to address concerns about the possibility of then-current students having the terms of their waivers changed by their academic program during their academic career. This language was crafted specifically and only to offer assurances to these students that their waivers would be protected.

Since then, in two separate arbitration decisions, the actual language of the side letter has been interpreted in ways that have impacts far beyond the original intent of the agreement. These decisions have created challenges for faculty within departments who want to modify the designation of a program. Specifically, these decisions restrict a department's ability to reclassify an existing graduate program to a self-supporting program. And they have also restricted a department's ability to seek reimbursement for tuition costs from another department. Neither of these outcomes was ever part of the negotiation around the original side letter. These decisions decrease the role of faculty governance in the development of a coherent, sustainable strategy for graduate education at Illinois – and that is the reason why we cannot accept a final agreement with the original side letter language.

Our intent in the new side letter language is to offer those in the GEO bargaining unit tuition waiver protection while restoring the ability of departments, schools and colleges to modify programs in ways that further their educational mission. As intended in the original side letter, our language explicitly guarantees tuition waivers to bargaining unit members and safeguards the value of those waivers throughout a student's time in an academic program. And it allows faculty within departments, schools and colleges to exercise their authority and responsibility to make decisions related to their academic programs.

There are differences between collective bargaining around employment issues and academic governance. Rather than addressing terms and conditions of employment, the original side letter cedes your authority as faculty members to make the decisions that determine the future of this institution.

Graduate education is an irreplaceable and essential cornerstone of the excellence of a public research university. We are committed to reaching a final and fair agreement as quickly as possible and I am certain the GEO shares that same goal. I am optimistic we will get through this together in a way that leads to better opportunities for everyone who comes to study at Illinois.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

This mailing approved by:

Office of the Vice Chancellor for Academic Affairs and Provost

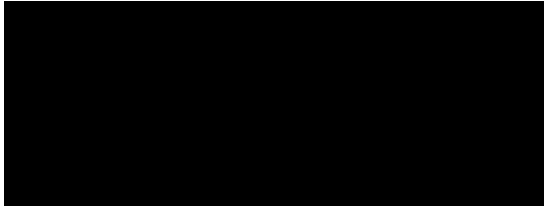
sent to:

Faculty

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Please settle a fair contract!
Date: Saturday, March 03, 2018 8:24:45 PM

Andreas Cangellaris,

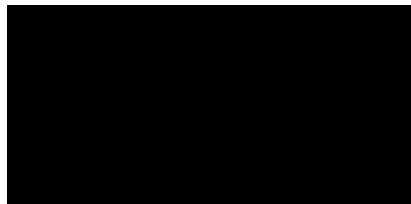
Please settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love.



From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Please settle a fair contract!
Date: Friday, March 02, 2018 8:47:41 PM

Andreas Cangellaris,

Settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love. Thank you.



From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Sunday, March 04, 2018 8:27:47 PM



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: Day Nine of GEO Strike, Day One of Occupation
Date: Tuesday, March 06, 2018 10:38:30 PM



FOR IMMEDIATE RELEASE:
March 6, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

Day Nine of GEO Strike, Day One of Occupation

GEO members are currently occupying President Killeen's office

Champaign-Urbana, IL - On the ninth day of the Graduate Employees' Organization (GEO) strike, members of the Graduate Employees' Organization (GEO) began an occupation of President Killeen's office today at 4 PM. They will not leave until the GEO bargaining team receives a fair contract. Police are blocking the doors so that no additional occupiers can join them. In addition to the occupation, there was a midday rally and an evening march.

Among the speakers at the midday rally was award-winning activist and Executive Director of the National Domestic Workers Alliance Ai-Jen Poo. She offered the following statement in support of GEO: "We live in a brutally unequal economy where too many people are working too hard, for too little, and they go unrecognized and they're undervalued for the work that they do. GEO is on the front lines of a movement that says 'enough is enough!' We deserve a voice as working people and we deserve to be able to take care of our families and sustain ourselves on our incomes. We are really proud as domestic workers to stand with the graduate students in their fight for justice."

As the occupation began, all of the picketers marched to the President Killeen's House in Urbana. Pedestrians joined in the march and drivers honked in support. The culminating rally of the day took place in front of the president's house. Energy was high and positive despite the snow flurry and wind.

Meanwhile, in Chicago, the Chicago Teachers Union (CTU) carried out an action on our behalf. They took a letter to the workplaces of members of the Board of Trustees urging them to support the GEO. The Chicago Sun-Times covered the event.

<https://chicago.suntimes.com/chicago-politics/chicago-supporters-march-as-u-of-i-teaching-assistants-strike-lingers/>

The delegation letter is pasted below.

Dear University of Illinois Board of Trustee Member _____,

As a trustee of the University of Illinois, we, the Graduate Employees' Organization (GEO), know that you are dedicated to seeing that our university provides a world class education for its students and continues to be a preeminent research institution. As graduate students and graduate employees, we share that dedication; but furthermore we need a contract that makes education accessible and affordable for all students of all backgrounds. That is why we are writing to you today.

As you know, we have been without a contract for over 200 days and are currently exercising our right to withhold our labor pending a new agreement. This is time that we would rather be in the classroom and laboratory, concentrating on fulfilling the mission of the university through teaching, research, and scholarship, but we are unable to do so because the stakes are so high. This shared mission will remain out of reach unless the university provides financial stability for TAs and GAs during the time that they dedicate themselves to the students of U of I and to their disciplines of study. Financial stability includes protected and guaranteed tuition waivers, fair wages, and affordable healthcare.

All graduate workers need tuition waivers to continue their studies and work at this university. Without guaranteed tuition waivers, graduate students could be forced to pay more than \$30,000 in order to keep jobs that pays less than \$17,000 per year. If guaranteed tuition waivers are successfully dismantled, you will eradicate accessible graduate education. Our university would no longer attract the best and brightest graduate students. Undergraduate studies and faculty research would suffer; the ability of the U of I to attract students and donors would suffer.

We strongly encourage you to support the facilitation of a new agreement between the university and its graduate employees. Provost Cangellaris and the university's bargaining team must hear your voice now. Urge them to bargain in good faith with the GEO.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: GEO Strike- Day Eight
Date: Monday, March 05, 2018 9:40:41 PM



FOR IMMEDIATE RELEASE:

March 5, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

Day Eight

Strong start to week two

Champaign-Urbana, IL - On March 5, 2018, the eighth day of the Graduate Employees' Organization (GEO) strike, the GEO picketed the Main Quad for the sixth day. The bargaining session over the weekend yielded no progress, with the administration offering no new details or proposals. Members had a busy day of picketing, attending the Academic Senate Meeting, handing out informational flyers to prospective students attending Admitted Students' Day, and attending rallies.

At 12:30 PM, Efadul Huq, a PhD student in the Department of Urban and Regional Planning, read a poem he wrote for the rally at Foellinger Auditorium. Huq spoke movingly of life as a graduate student:

I'm talking about someone standing in the hallway talking to students after class, someone with a patchwork of jobs off and on campus, someone sitting in front of a screen, face colored in the glow of papers to be graded, someone putting their child to bed and tiptoeing towards late-night rituals of dissertation writing, someone holding between their bones the pain of having their family evicted while presenting slides on the eviction economy.

So many faces in so many places doing so much. Perhaps this is you, or me, or anyone, really.

What they take and sell are sore fingers and red eyes, mouths, hands, and legs, veins and blood, heartbeat and affection, labor upon labor, sweat and stress and joy, minute by minute, made into history, packaged and sold as 'excellence in public education.'

The GEO membership and allies participated in a “Social Media Storm” from 7-9 PM. During those hours, members and allies all over the country shared photos and other posts on social media platforms like Facebook, Twitter, and Instagram using the tag ‘#EducationForAll’. The tag was trending almost immediately after the “storm” began.

Tomorrow, March 6, 2018, members of the Chicago Teachers Union (CTU) and Local 571 (the West Suburban Teachers Union) will deliver a letter to the workplace of several members of the UI Board of Trustees on behalf of the GEO. Details will be forthcoming.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO’s strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [The GEO](#)
To: [The GEO](#)
Subject: PRESS RELEASE: It's Official: Longest Strike in GEO's History
Date: Friday, March 02, 2018 9:20:29 PM



FOR IMMEDIATE RELEASE:

March 2, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

It's Official: Longest Strike in GEO's History

200 days since our contract expired

Champaign-Urbana, IL - On March 2, 2018, the current Graduate Employees' Organization (GEO) strike officially became the longest in the union's sixteen-year history at five consecutive days.

At a rally marking the milestone, GEO Co-President Marília Corrêa addressed the crowd of GEO members and allies: "This week we showed the administration that we are strong. Our picket lines were strong every day. Every day, you were more and more energized. I have to be honest, I am tired and my body needs a rest. Good thing we have weekends, right? I wonder how weekends came to be? Oh, yeah -- the labor movement! Let's rest and come back on Monday to show the administration that we will stay out for as long as it takes!"

GEO Co-President Gus Wood echoed the expressions of strength, saying, "The Provost allowed classrooms to be empty all week. By not responding to the interests of GAs and TAs, he is preventing this campus from operating. He is disrupting our undergraduates' education. The administration needs to figure out what to do about those classes or get back to the bargaining table with us and make movement on a proposal that ensures opportunities and protections for all students. They have a proposal like that in front of them: ours."

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Cangellaris, Andreas C](#)
To: [REDACTED]
Subject: RE:
Date: Monday, March 05, 2018 1:08:06 PM

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris
Vice Chancellor for Academic Affairs and Provost

-----Original Message-----

From: [REDACTED]
Sent: Monday, March 05, 2018 10:32 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject:

Dear Provost Cangellaris,

I am writing to express my support for the Teaching Assistants and Graduate Assistants at the University of Illinois at Urbana-Champaign in their effort to win a fair contract through a strike. I urge you to sign their proposals for a new collective bargaining agreement. Since their first contract in 2003, the unionized graduate workers have worked to secure increased pay, better healthcare, full tuition waivers, and access and equality protections.

Graduate employees perform essential work for the University as teachers and graduate assistants. At some point, every undergraduate student is taught by a graduate instructor, and over 2,500 graduate employees on this campus provide valuable labor. The teaching labor of graduate employees is a major reason why the University of Illinois at Urbana-Champaign continues to be a preeminent institution of higher learning and research in the United States. The University of Illinois would not function without its graduate employees.

The University of Illinois administration has ignored the demands of graduate workers at the bargaining table for almost 11 months, and is attempting to cut tuition waivers that make graduate school affordable. Recently, your administration has also revealed a plan to legally prevent GEO from striking over tuition waivers, in a clear and shameful union busting move. Without a union that ensures protections through a robust collective bargaining agreement, graduate employees face numerous financial and emotional hardships. This allows administrators to take advantage of graduate labor and leaves graduate workers vulnerable to difficult choices, such as choosing between quality healthcare and their next meal.

Despite the fact that Teaching Assistants making the minimum salary make about \$6,000 less than the University's own published living wage, you continue to refuse to raise their wages in a meaningful way, to waive burdensome student fees, or to provide much-needed child care or healthcare resources for grad employees with dependents. Your proposals would force graduate employees into even more precarious living conditions, and would have devastating effects on public education statewide. Illinois deserves better.

I urge you to sign GEO's proposals for better living and working conditions for graduate employees at the University of Illinois at Urbana Champaign.

Sincerely,

[REDACTED]

From: [Horn, Heather L](#)
To: [Cangellaris, Andreas C](#); [Kaler, Robin Neal](#)
Cc: [Riley, Thomas](#); [Arvan, Leslie Nay](#); [Reynolds, Sharon L](#); [Chodzko-Zajko, Wojtek](#); [Bernhard, William T](#); [Hoefer, Craig James](#); [Stone, Deborah S](#); [Cole, Elyne G](#); [DeLorenzo, Michael T](#); [Harris, Chris](#)
Subject: RE: "GEO, UI to reopen talks"
Date: Saturday, March 03, 2018 1:37:07 PM
Attachments: [Massmail sent.msg](#)
[MASSMAIL - Universitys position on tuition waivers.msg](#)

Two quick items:

- (1) Attached are the communications sent last night; and
- (2) I spoke with the Mediator again and he has not yet connected with the GEO. I conveyed our message that we are available tomorrow at any time and have confirmed space available at IFSI. I will also actively work to identify alternative space. We are available tomorrow and they need to us know when they are available.

I will keep you all posted once I hear back from the mediator.

Best,
Heather

-----Original Message-----

From: Horn, Heather L
Sent: Saturday, March 3, 2018 8:53 AM
To: Cangellaris, Andreas C <cangella@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>
Cc: Riley, Thomas <thriley@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>
Subject: RE: "GEO, UI to reopen talks"

Good morning. This News Gazette article is very interesting.

I received a text message from Mediator Born last night at 10:11pm that said "No return call yet . . ."

I look forward to speaking with you all at noon.

Best,
Heather

-----Original Message-----

From: Cangellaris, Andreas C
Sent: Saturday, March 3, 2018 8:01 AM
To: Kaler, Robin Neal <rkaler@uillinois.edu>
Cc: Horn, Heather L <hwilson@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>
Subject: Re: "GEO, UI to reopen talks"

Right.

Thinking back on what Tom told us yesterday,

[REDACTED]

A call today would be most useful for us to discuss and thought things through.

Thank you,

Andreas

Sent from my iPhone

> On Mar 3, 2018, at 7:51 AM, Kaler, Robin Neal <rkaler@illinois.edu> wrote:

>

> It certainly is. I made very clear that we had offered Sunday to stay, and that we had continued to make clear that we were available and that any move from them was a response to our continued offer — not a proactive move.

>

> Very frustrating.

>

> Sent from my iPhone

>

>> On Mar 3, 2018, at 6:54 AM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

>>

>> ...at least according to the N-G.

>>

>> [REDACTED]

>>

>> Looking forward to a call today,

>>

>> Andreas

>> [REDACTED]

>>

>> Sent from my iPhone

From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor, Illinois Provost
Subject: RE: "Strike observation"- important thoughts for administration
Date: Monday, March 05, 2018 10:43:20 AM

Good morning,

Thank you for sharing your thoughts about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 8:12 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <juparentfamilyprograms@illinois.edu>
Subject: "Strike observation"- important thoughts for administration

Thank you

It has come to my attention that almost all the "strikers" are LAS social science and related types
I recommend recognizing this and realizing that some of these "irreplaceables" are actually replaceable
Hold your ground and strike back by eliminating some of those positions Changing requirements Eliminating even some types of "stray" courses
They are irresponsible excited kids who think its "cool" to be a rebel you lose this one and you stoke the fires for bigger issues
Why not even eliminate pay? Make it a degree requirement for some without monetary exchange Change the way teaching assistants are remunerated if they are trying to get a degree It's timely- this is a new century
Honestly These are excitable kids- don't fall for it
Thanks!

On Mar 2, 2018, at 8:00 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <juparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: [Horn, Heather L](#)
To: [DeLorenzo, Michael T](#); [Myrick, Matthew A](#); [Arvan, Leslie Nay](#); [Kaler, Robin Neal](#); [Cangellaris, Andreas C](#); [Jones, Robert J](#)
Subject: RE: ADVISORY: ***GEO & CFA Occupy President Killeen's Office***
Date: Tuesday, March 06, 2018 4:10:34 PM

Thank you, Mike.
Heather

From: DeLorenzo, Michael T
Sent: Tuesday, March 6, 2018 4:01 PM
To: Myrick, Matthew A <mamyrick@illinois.edu>; Horn, Heather L <hwilson@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; Cangellaris, Andreas C <cangella@illinois.edu>; Jones, Robert J <rjjones@illinois.edu>
Subject: FW: ADVISORY: ***GEO & CFA Occupy President Killeen's Office***
FYI

From: Bertram, Wendy M
Sent: Tuesday, March 06, 2018 3:51 PM
To: DeLorenzo, Michael T <michaeld@illinois.edu>
Subject: FW: ADVISORY: ***GEO & CFA Occupy President Killeen's Office***
From: The GEO [<mailto:geo@uigeo.org>]
Sent: Tuesday, March 6, 2018 3:48 PM
To: The GEO <geo@uigeo.org>
Subject: ADVISORY: ***GEO & CFA Occupy President Killeen's Office***



FOR IMMEDIATE ADVISORY:

March 6, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO & CFA Occupy President Killeen's Office

Champaign-Urbana, IL - Monday, March 6, 2018, members of the Graduate Employees' Organization (GEO) and the Campus Faculty Association (CFA) begin their occupation of President Killeen's office in the Henry Administration Building. If they cannot come to us to bargain, we will go to them!

WHO: Striking UIUC graduate workers, GEO leaders, CFA members (faculty)

WHAT: Occupation of the president's office

WHERE: 506 S Wright St, Urbana, IL 61801

WHEN: 4 PM until we get a fair contract

Contact GEO Media Liaison Ashli Anda for connection to occupiers.

Check GEO social media for video and updates:

https://twitter.com/geo_uiuc

<https://www.facebook.com/uigeo/>

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization

University of Illinois at Urbana-Champaign

IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Horn, Heather L](#)
To: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: ADVISORY: GEO Occupation Update
Date: Wednesday, March 07, 2018 10:49:28 AM

Thank you for sharing, Andreas.

From: Cangellaris, Andreas C

Sent: Wednesday, March 7, 2018 8:14 AM

To: Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Horn, Heather L <hwilson@illinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Fwd: ADVISORY: GEO Occupation Update

FYI

“If the administration continues to have difficulties carrying out a productive session, the GEO bargaining team will make themselves available to bargain at any time of day.”

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 7, 2018 at 7:09:05 AM MST
To: The GEO <geo@uigeo.org>
Subject: ADVISORY: GEO Occupation Update



FOR IMMEDIATE ADVISORY:

March 7, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Occupation Update

Champaign-Urbana, IL - Today, Tuesday, March 7, 2018, members of the Graduate Employees' Organization (GEO) are continuing their occupation of President Killeen's office in the Henry Administration Building. There has been insufficient proof of the administration's willingness to make progress on a fair contract. If the administration continues to have difficulties carrying out a productive session, the

GEO bargaining team will make themselves available to bargain at any time of day.
GEO will continue the occupation until a fair contract is agreed upon.

WHO: Striking UIUC graduate workers, GEO leaders, undergraduates, faculty, and other supporters

WHAT: Occupation of the president's office

WHEN: Indefinite (started yesterday at 4 PM)

WHERE: President's Office in Henry Administration Building (506 S Wright St, Urbana, IL 61801)

VISUALS: GEO members. Contact media liaison Ashli Anda.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org


uigeo.org

From: [Riley, Thomas](#)
To: [Killeen, Timothy L](#)
Cc: [Williams, Dedra Mooday](#); [Wilson, Barbara Jan](#); [Jones, Robert J](#); [Cangellaris, Andreas C](#); [Hardy, Thomas P](#); [Bearrows, Thomas](#); [Clower, Laura](#); [Clements, Vicki](#)
Subject: Re: ATTORNEY-CLIENT PRIVILEGED COMMUNICATION RE labor matters/UIUC GEO Strike
Date: Sunday, March 04, 2018 10:43:51 AM
Attachments: [image001.png](#)
[MASSMAIL - Universitys position on tuition waivers.msg](#)
[92F6B5E4-3367-4F1E-9E58-65B7E7FBD3CC.png](#)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Thanks, Tom

Thomas H. Riley, Jr.
University of Illinois
Executive Director of Labor Relations
and Special Counsel
thriley@uillinois.edu
312-355-5510
UNIVERSITY OF ILLINOIS SYSTEM
URBANA • CHAMPAIGN • CHICAGO • SPRINGFIELD

From: Tom Riley <thriley@uillinois.edu>
Date: Friday, March 2, 2018 at 10:13 AM
To: "Killeen, Timothy L" <tkilleen@uillinois.edu>
Cc: "Williams, Dedra Mooday" <dwillms1@uillinois.edu>, "Wilson, Barbara Jan" <bjwilson@uillinois.edu>, "Jones, Robert J" <rjjones@uillinois.edu>, "Cangellaris, Andreas C" <cangella@uillinois.edu>, "Hardy, Thomas P" <hardyt@uillinois.edu>, "Bearrows Thomas" <Bearrows@Uillinois.edu>, "Clower, Laura" <clower@Uillinois.edu>, "Clements, Vicki" <vclement@uillinois.edu>
Subject: RE: ATTORNEY-CLIENT PRIVILEGED COMMUNICATION RE labor matters/UIUC GEO Strike



Thomas H. Riley, Jr.

University of Illinois

Executive Director of Labor Relations
and Special Counsel

thriley@uillinois.edu

312-355-5510

UNIVERSITY OF ILLINOIS SYSTEM
URBANA • CHAMPAIGN • CHICAGO • SPRINGFIELD

From: [Cangellaris, Andreas C](#)
To: [Jones, Cody Michael](#)
Subject: RE: End the GEO strike
Date: Monday, March 05, 2018 2:22:31 PM

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris
Vice Chancellor for Academic Affairs and Provost

-----Original Message-----

From: Cody [<mailto:cmjones4@illinois.edu>]
Sent: Sunday, March 04, 2018 12:00 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: End the GEO strike

Provost Cangellaris --

I am writing to voice my support of the GEO and their efforts to ensure that graduate school remains open and affordable to all those who wish to further their education.

Your refusal to bargain in good faith with the GEO is shameful and reflects very poorly on our University. Administrative salaries are ridiculously high and that makes it very difficult for undergraduate students like me to take you seriously when you pretend to care about the well-being of graduate students who are fighting to protect their livelihood.

I strongly urge you to sit down and negotiate seriously with the GEO on these issues and secure the future of graduate education at this University. More and more of my classmates are becoming sympathetic to the GEO and their cause, and we are determined to not back down until we win.

Sincerely,

Cody Jones
Dept. of Physics

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Re: Fair Contract Now for the GEO
Date: Monday, March 05, 2018 6:08:00 PM

Provost Cangellaris,

I just wanted to follow up on and reiterate my message below. Guaranteed tuition waivers are key to the well-being of UIUC graduate employees. I respectfully urge you to ensure that guaranteed tuition waivers are included in any contract proposal that the University offers to the GEO.

Best regards,

[REDACTED]

On Sun, Mar 4, 2018 at 10:37 AM [REDACTED] > wrote:

Provost Cangellaris,

My name is [REDACTED], and I am an alumni ('14, '15) from the [REDACTED]. I am writing you today to encourage you and the UIUC administration to reach an agreement with the Graduate Employees Organization that guarantees tuition waiver protection for graduate students who perform teaching or graduate assistant work, and financial stability through in an increase in other economic benefits.

As a former graduate student, I understand the critical nature of tuition waivers and strongly believe that they must be guaranteed for all graduate employees. I am proud to have graduated from one of the best institutions of higher education in the world, and I look forward to seeing the University of Illinois continue that excellence through a robust contract that meets the needs of our valued graduate employees.

Best regards,

[REDACTED]

From: [Cangellaris, Andreas C](#)
To: [Birkenholtz, Trevor](#)
Subject: RE: GEO contract negotiations
Date: Monday, March 05, 2018 1:08:26 PM

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris

Vice Chancellor for Academic Affairs and Provost

From: Birkenholtz, Trevor
Sent: Monday, March 05, 2018 10:14 AM
To: Illinois Provost <provost@illinois.edu>
Subject: GEO contract negotiations

Dear Provost Cangellaris,

I urge you to support our graduate programs by guaranteeing tuition waivers for masters and doctoral students with TA and GA appointments at 25%-67% time.

I am concerned that the University's proposed changes to the tuition remission structure will undermine our graduate programs. If we begin to only offer partial tuition waivers, we will be unable to compete with our peer institutions for the best students.

Thank you for considering my request,

Trevor Birkenholtz

[Trevor Birkenholtz](#)

Associate Professor

[Executive Co-Chair for Sustainability](#), Grand Challenges Learning Initiative

Department of Geography and Geographic Information Science

University of Illinois at Urbana-Champaign

Room 2030 Natural History Building, MC-150

1301 W Green Street

Urbana, IL 61801

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: GEO strike
Date: Monday, March 05, 2018 9:51:14 AM

Dear [REDACTED]

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today.

Even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

We are grateful your daughter chose the University of Illinois at Urbana-Champaign for her graduate education, and we take the responsibility of that educational experience very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Sunday, March 04, 2018 5:20 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: GEO strike

Dear Provost Cangellaris,

As the parent of a graduate student, I am deeply concerned about the lack of progress toward a resolution of the current strike. While I realize that many concerns factor into negotiations, I was quite stunned to hear that one of the primary "sticking points" is the loss of tuition waivers. I was fortunate enough to receive my graduate degree from SIUC with the help of a tuition waiver, and I am grateful that my daughter is having the same opportunity. While student loans are available, they are a significant burden. Certainly some professions make paying them back easier, but projected income of a behavior analyst (in my case) and a public librarian (in my daughter's case) do not make it an easy decision to go significantly into debt.

Additionally, loss of tuition waivers is likely to impact the quality of graduate students seeking to study at U of I. Our state is certainly not helping our public university system's reputation, and this will only further deter highly qualified candidates.

My hope is that the university will recognize the importance of supporting highly qualified graduated candidates rather than creating a system that is more about who can afford to attend than actual talent.

Thank you for your consideration,

[REDACTED]

From: [Cangellaris, Andreas C](#)
To: [REDACTED]
Subject: RE: Guaranteed Tuition Waivers for Graduate Students
Date: Monday, March 05, 2018 1:08:51 PM

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris

Vice Chancellor for Academic Affairs and Provost

From: [REDACTED]

Sent: Monday, March 05, 2018 10:06 AM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: Guaranteed Tuition Waivers for Graduate Students

Good Morning Provost Cangellaris,

I am writing on behalf of my support for the Graduate Employee Organization. I am an undergraduate in the College of ACES and my TAs have been integral to my success at this university. I have met many individuals from all over the world, from very different backgrounds, that have come to Champaign to better themselves through higher education. These students provide diversity that is necessary to formulate effective solutions to the world's challenges. The diversity of minds cannot be optional. To create barriers to entry to graduate education based on individual economic status is classist and perpetuates social hierarchies.

My University should value the work and efforts of our graduate students--especially--those that have come from underrepresented backgrounds. The world needs smart people everywhere and I hope U of I can foster this need.

Sincerely,

[REDACTED]

From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Important University information regarding GEO strike
Date: Monday, March 05, 2018 8:44:01 AM

Dear [REDACTED]

As you're aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today. Faculty are continuing to up their efforts to mitigate the impact in the classroom, and our office continues to work with college offices, who in turn are working with departmental offices, to ensure they have plans in place to meet their courses' learning objectives and that they are communicating with undergraduate students.

I remain more than willing to try to assist your daughter in the event she is not receiving clear communication about the plans for her courses or if she has concerns about those plans. She is welcome to contact me via email at [this address](#), email is the best way to get in touch with me; or by phone. My direct line is 217-244-1691. If I'm unavailable when she calls, please convey that she can leave me a voice mail message letting me know when a good time to call her back is, and I will do so as soon as possible.

Sincerely,

Kathy

From: [REDACTED]
Sent: Sunday, March 4, 2018 11:28 PM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: Re: Important University information regarding GEO strike

I've read today's update and discussed the impact with my daughter. This situation is ridiculous. Canned PR responses are not acceptable. Eliminating material from upcoming exams due to cancelled lectures/classes while adding a handful of online lessons is not a solution nor is it quality education. In fact, it's insulting - if we wanted an online school, we would have gone elsewhere. At what point do faculty actually get out and teach? And still no communication from the administration on making up missed classes (if that's even an option anymore). Is the University planning on offering tuition refunds? And what does your accreditor have to say about this situation?

I expected more from the state's flagship institution - I am disappointed yet once again.

Sent from my iPhone

On Feb 28, 2018, at 10:16 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. We are posting full updates on the status of the negotiations as well as a list of frequently asked questions regarding the impacts of a strike at <http://go.illinois.edu/geonegotiations>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your child's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-244-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Tuesday, February 27, 2018 6:32 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Important University information regarding GEO strike

What is the plan to remediate cancelled classes? As a parent, I have both academic and financial concerns.

[REDACTED]
Sent from my iPhone

On Feb 25, 2018, at 7:38 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Parents,

As you might have heard, the Graduate Employees Union has communicated it intends to strike, beginning Monday, Feb. 26.

We will continue working to reach an agreement that is fair to the union members while demonstrating good stewardship of our resources. We want you to know that our priority is to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives and ensuring timely grading. We have sent the message below to all our undergraduate students so they will know what to do if they encounter any disruption in their instruction.

We know that students and families chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best Regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

MESSAGE TO UNDERGRADUATE STUDENTS:

Dear Students:

The Graduate Employees Organization (GEO) has communicated it intends to strike beginning the morning of Monday (Feb. 26). But your classes should continue to meet for the duration of the strike and you should plan to attend as usual.

We will continue the bargaining process, and we hope we will reach an agreement that ends the strike as quickly as possible. Until that happens, our top priority will be to offer the best protection for your academic experience that we can. We are taking the necessary steps to minimize the disruption of instruction, to ensure your course objectives are met and to ensure timely grading. If there are interruptions, the department offering the affected course must implement make-up arrangements to ensure that the instructional objectives of your classes are delivered and that you are kept informed.

It is possible that your instructor may choose to relocate the class meeting location to minimize any interruption. If that happens, your instructor is responsible for notifying you of the change in a timely manner.

Depending on where your classes meet, there may be GEO members or supporters protesting or picketing outside the building. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have a right to attend the classes for which you pay tuition.

Pickers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties attending any class please contact the department that offers the affected class.

Full updates on the status of these negotiations as well as a list of frequently asked questions about the impact of the strike on your experience is on the web at go.illinois.edu/geonegotiations.

We know that you chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Important University information regarding GEO strike
Date: Monday, March 05, 2018 9:54:52 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Regarding your question about tuition, with the situation being fluid, there are simply too many unknowns at this particular juncture regarding how we would handle any type of refunds. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your son to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your son's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Sunday, March 04, 2018 10:54 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Important University information regarding GEO strike

Hello

I'm VERY concerned about the lack of movement on this strike. My son had no classes of his communication class meet last week and got less and less information from his teacher. How is this going to work? How can he take a class that doesn't meet? Maybe you need to assign professors to teach the classes?

Why would I spend tuition money on a class that doesn't meet? Are we getting a refund?

You say only a certain number of classes aren't meeting, well my son is one of them but there has been no communication on what happens now.

Thanks you for your response.

[REDACTED]

Sent from my iPad

On Feb 25, 2018, at 7:40 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Parents,

As you might have heard, the Graduate Employees Union has communicated it intends to strike, beginning Monday, Feb. 26.

We will continue working to reach an agreement that is fair to the union members while demonstrating good stewardship of our resources. We want you to know that our priority is to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives and ensuring timely grading. We have sent the message below to all our undergraduate students so they will know what to do if they encounter any disruption in their instruction.

We know that students and families chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best Regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

MESSAGE TO UNDERGRADUATE STUDENTS:

Dear Students:

The Graduate Employees Organization (GEO) has communicated it intends to strike beginning the morning of Monday (Feb. 26). But your classes should continue to meet for the duration of the strike and you should plan to attend as usual.

We will continue the bargaining process, and we hope we will reach an agreement that ends the strike as quickly as possible. Until that happens, our top priority will be to offer the best protection for your academic experience that we can. We are taking the necessary steps to minimize the disruption of instruction, to ensure your course objectives are met and to ensure timely grading. If there are interruptions, the department offering the affected course must implement make-up arrangements to ensure that the instructional objectives of your classes are delivered and that you are kept informed.

It is possible that your instructor may choose to relocate the class meeting location to minimize any interruption. If that happens, your instructor is responsible for notifying you of the change in a timely manner.

Depending on where your classes meet, there may be GEO members or supporters protesting or picketing outside the building. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have a right to attend the classes for which you pay tuition.

Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties attending any class please contact the department that offers the affected class.

Full updates on the status of these negotiations as well as a list of frequently asked questions about the impact of the strike on your experience is on the web at go.illinois.edu/geonegotiations.

We know that you chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Important University information regarding GEO strike
Date: Saturday, March 03, 2018 8:26:15 AM

Hi [REDACTED]

With regards to the negotiations, I learned the Graduate Employees Organization has indicated they are willing to resume discussions, and it sounds like that will happen on Sunday. I wanted to reply to let you know of a new website with resources and FAQs for students and parents. It is available at <http://provost.illinois.edu/>. An email from Provost Cangelaris to all undergraduate students that includes this link is expected to be sent in the very near future, if it hasn't already. If you would please also let your son know of this website, I'd be most appreciative. In the meantime, I will reach out to the Associate Dean in the College of Liberal Arts and Sciences who oversees the social and behavioral science units (which includes the Department of Psychology), to let him know of your son's experience.

Sincerely,

Kathy

From: [REDACTED]
Sent: Friday, March 2, 2018 9:55 PM
To: Martensen, Kathy <kmartens@illinois.edu>
Cc: Illinois Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>
Subject: Re: Important University information regarding GEO strike

Ms. Martensen, My son's psychology 100 class was canceled Monday, wednesday and friday this week. He did contact the psychology 100 administrator and was told NOBODY was filling in. University Of Illinois has millions of dollars for coach's like Lovie Smith, professors and has recieved millions for the business department. This NEVER should have happen. I want my son's class refunded back to my son's account for every class that is canceled. We spend alot of money of tuition and rent for our students to be at Univ Of Illinois. SO far 3 classes were canceled. There is 1000 students in psy 100 that had classes canceled. This is the schools problem. The school should take some of the professors salary and give it to these TA's. Please settle this strike Monday.
Please pass this on to the president of Univ Of Illinois and respond back on Monday with your plan to end this strike. You are saving money this week with not paying these TA's, so I want a refund on our tuition. Please post credit to my son's class on monday
thank you in advance for your help for all students at Illinois

Regards
[REDACTED]

On Thursday, March 1, 2018 10:08 AM, "Martensen, Kathy" <kmartens@illinois.edu> wrote:

Dear [REDACTED],

Thank you for your messages about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course

objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. We are posting full updates on the status of the negotiations as well as a list of frequently asked questions regarding the impacts of a strike at <http://go.illinois.edu/geonegotiations>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Wednesday, February 28, 2018 8:40 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Important University information regarding GEO strike

Illinois needs to end this strike. Illinois has plenty of money to pay these teachers.

lets get them back to teaching

Regards

On Monday, February 26, 2018 7:44 PM, [REDACTED] wrote:

Question

Just pay them more

We are paying a lot for our students tuition

[REDACTED]

Sent from my iPhone

On Feb 25, 2018, at 7:37 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Parents,

As you might have heard, the Graduate Employees Union has communicated it intends to strike, beginning Monday, Feb. 26. We will continue working to reach an agreement that is fair to the union members while demonstrating good stewardship of our resources. We want you to know that our priority is to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives and ensuring timely grading. We have sent the message below to all our undergraduate students so they will know what to do if they encounter any disruption in their instruction.

We know that students and families chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best Regards,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost

MESSAGE TO UNDERGRADUATE STUDENTS:

Dear Students:

The Graduate Employees Organization (GEO) has communicated it intends to strike beginning the morning of Monday (Feb. 26). But your classes should continue to meet for the duration of the strike and you should plan to attend as usual.

We will continue the bargaining process, and we hope we will reach an agreement that ends the strike as quickly as possible. Until that happens, our top priority will be to offer the best protection for your academic experience that we can. We are taking the necessary steps to minimize the disruption of instruction, to ensure your course objectives are met and to ensure timely grading. If there are interruptions, the department offering the affected course must implement make-up arrangements to ensure that the instructional objectives of your classes are delivered and that you are kept informed.

It is possible that your instructor may choose to relocate the class meeting location to minimize any interruption. If that happens, your instructor is responsible for notifying you of the change in a timely manner.

Depending on where your classes meet, there may be GEO members or supporters protesting or picketing outside the building. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have a right to attend the classes for which you pay tuition.

Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties attending any class please contact the department that offers the affected class.

Full updates on the status of these negotiations as well as a list of frequently asked questions about the impact of the strike on your experience is on the web at go.illinois.edu/geonegotiations.

We know that you chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best regards,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost

[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [REDACTED]
To: [Martensen, Kathy](#)
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: Re: Important University information regarding GEO strike
Date: Monday, March 05, 2018 1:10:29 PM

Our class was cancelled again today
Let's settle this TODAY. Please
You are cheating students and parents who are paying a lot of money for our classes.
This never should have happen. Give them what they want and end this today
They are disruptive to other classes
Thank you

Sent from my iPhone

On Mar 3, 2018, at 8:26 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Hi [REDACTED],

With regards to the negotiations, I learned the Graduate Employees Organization has indicated they are willing to resume discussions, and it sounds like that will happen on Sunday. I wanted to reply to let you know of a new website with resources and FAQs for students and parents. It is available at <http://provost.illinois.edu/>. An email from Provost Cangelaris to all undergraduate students that includes this link is expected to be sent in the very near future, if it hasn't already. If you would please also let your son know of this website, I'd be most appreciative. In the meantime, I will reach out to the Associate Dean in the College of Liberal Arts and Sciences who oversees the social and behavioral science units (which includes the Department of Psychology), to let him know of your son's experience.

Sincerely,

Kathy

From: [REDACTED]
Sent: Friday, March 2, 2018 9:55 PM
To: Martensen, Kathy <kmartens@illinois.edu>
Cc: Illinois Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>
Subject: Re: Important University information regarding GEO strike

Ms. Martensen, My son's psychology 100 class was canceled Monday, Wednesday and Friday this week. He did contact the psychology 100 administrator and was told NOBODY was filling in. University Of Illinois has millions of dollars for coach's like Lovie Smith, professors and has received millions for the business department. This NEVER should have happen. I want my son's class refunded back to my son's account for every class that is canceled. We spend a lot of money of tuition and rent for our students to be at Univ Of Illinois. SO far 3 classes were canceled. There is 1000 students in psy 100 that had classes canceled. This is the school's problem. The school should take some of the professors salary and give it to these TA's. Please settle this strike Monday. Please pass this on to the president of Univ Of Illinois and respond back on Monday with your plan to end this strike. You are saving money this week with not paying these TA's, so

I want a refund on our tuition. Please post credit to my son's class on Monday
Thank you in advance for your help for all students at Illinois

Regards

[REDACTED]

On Thursday, March 1, 2018 10:08 AM, "Martensen, Kathy" <kmartens@illinois.edu> wrote:

Dear [REDACTED],

Thank you for your messages about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. We are posting full updates on the status of the negotiations as well as a list of frequently asked questions regarding the impacts of a strike at <http://go.illinois.edu/geonegotiations>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Wednesday, February 28, 2018 8:40 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Important University information regarding GEO strike

Illinois needs to end this strike. Illinois has plenty of money to pay these teachers.
lets get them back to teaching

Regards
[REDACTED]

On Monday, February 26, 2018 7:44 PM, [REDACTED]
wrote:

Question
Just pay them more
We are paying a lot for our students tuition
[REDACTED]

Sent from my iPhone

On Feb 25, 2018, at 7:37 PM, Vice Chancellor for Academic Affairs and Provost
Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Parents,
As you might have heard, the Graduate Employees Union has
communicated it intends to strike, beginning Monday, Feb.

26.

We will continue working to reach an agreement that is fair to the union members while demonstrating good stewardship of our resources. We want you to know that our priority is to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives and ensuring timely grading. We have sent the message below to all our undergraduate students so they will know what to do if they encounter any disruption in their instruction.

We know that students and families chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best Regards,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost

MESSAGE TO UNDERGRADUATE STUDENTS:

Dear Students:

The Graduate Employees Organization (GEO) has communicated it intends to strike beginning the morning of Monday (Feb. 26). But your classes should continue to meet for the duration of the strike and you should plan to attend as usual.

We will continue the bargaining process, and we hope we will reach an agreement that ends the strike as quickly as possible. Until that happens, our top priority will be to offer the best protection for your academic experience that we can. We are taking the necessary steps to minimize the disruption of instruction, to ensure your course objectives are met and to ensure timely grading. If there are interruptions, the department offering the affected course must implement make-up arrangements to ensure that the instructional objectives of your classes are delivered and that you are kept informed.

It is possible that your instructor may choose to relocate the class meeting location to minimize any interruption. If that happens, your instructor is responsible for notifying you of the change in a timely manner.

Depending on where your classes meet, there may be GEO members or supporters protesting or picketing outside the building. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have a right to attend the classes for which you pay tuition.

Pickers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties attending any class please contact the department that offers the affected class. Full updates on the status of these negotiations as well as a list of frequently asked questions about the impact of the strike on your experience is on the web at

go.illinois.edu/geonegotiations.

We know that you chose the University of Illinois at Urbana-Champaign for the world-class education we promise. We will continue to deliver on that promise as we work with the union representatives to conclude the strike.

Best regards,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Marshall, Anna-Maria](#)
To: [Illinois Provost](#)
Subject: Re: MASSMAIL - University's position on tuition waivers
Date: Saturday, March 03, 2018 10:36:28 AM

Respectfully, this message makes me think less of the University's bargaining position.

I appreciate that the University wanted to keep the tuition waivers out of the GEO contract, and that their strategy for doing so was producing the side letter. But the University lost that battle a long time ago. The University may not like the arbitrator's interpretations of the contract; those rulings may not be reasonable, but honestly, we can't just keep wishing those interpretations away. They are binding. And if your lawyers are telling you something else, they are simply wrong.

Moreover, your appealing to faculty, telling us that you're trying to preserve our flexibility and our governance rights sounds like what you're actually trying to protect is the ability of departments to continue their arbitrary and abusive practices of granting and denying tuition waivers to their students. If the University cared about its graduate students, it would be clamping down on departments rather than fighting with the students.

And to deny that tuition waivers are part of students' compensation package simply defies logic. Even Congress understands that tuition waivers are compensation.

Finally, whoever it was in the Administration who said this strike was minimally disruptive certainly didn't talk to me. This strike has been the most disruptive experience I've had at the University — and I was the head of a contentious department for 5 years. Up until now, I have been willing to entertain that the University was engaged in hard bargaining. I am deeply disappointed in this email, this explanation, and in this ongoing strike. I urge you and the bargaining team to bring it to an end as soon as possible.

Anna Marshall

"The arc of the moral universe is long, but it bends toward justice"

-- Dr. Martin Luther King, Jr

Anna-Maria Marshall
Associate Professor
Department of Sociology
University of Illinois, Urbana-Champaign
3120 Lincoln Hall
702 S. Wright Street
Urbana, IL 61801
(217) 333-1950

From: Provost Andreas Cangellaris <provost@illinois.edu>

Reply-To: no-reply-webservices <no-reply-webservices@illinois.edu>

Date: Friday, March 2, 2018 at 9:30 PM

Subject: MASSMAIL - University's position on tuition waivers



Dear Colleagues,

Thank you for your efforts during this week's strike. I appreciate your patience and all you have done to help ensure that our undergraduate students continue to have the academic experience they deserve.

As you know, language around tuition waivers is one of the most publicly discussed items left to be resolved in our negotiations with the Graduate Employees

Organization (GEO). You might have heard this referred to as the “side letter.” To view the 2.25.18 version of the side letter click [here](#).

I'm writing today to address questions I'm hearing from our faculty wondering why we are proposing new language at all. Why don't we, as the GEO has said, simply resurrect the expired side letter on tuition waivers that was included in the previous two agreements? The short answer is that the language of the original side letter has been, on two occasions so far, subject to legal interpretations that are not at all consistent with the University's original intent and not consistent with the principles of shared faculty governance.

The side letter was created in 2009 in an effort to address concerns about the possibility of then-current students having the terms of their waivers changed by their academic program during their academic career. This language was crafted specifically and only to offer assurances to these students that their waivers would be protected.

Since then, in two separate arbitration decisions, the actual language of the side letter has been interpreted in ways that have impacts far beyond the original intent of the agreement. These decisions have created challenges for faculty within departments who want to modify the designation of a program. Specifically, these decisions restrict a department's ability to reclassify an existing graduate program to a self-supporting program. And they have also restricted a department's ability to seek reimbursement for tuition costs from another department. Neither of these outcomes was ever part of the negotiation around the original side letter. These decisions decrease the role of faculty governance in the development of a coherent, sustainable strategy for graduate education at Illinois – and that is the reason why we cannot accept a final agreement with the original side letter language.

Our intent in the new side letter language is to offer those in the GEO bargaining unit tuition waiver protection while restoring the ability of departments, schools and colleges to modify programs in ways that further their educational mission. As intended in the original side letter, our language explicitly guarantees tuition waivers to bargaining unit members and safeguards the value of those waivers throughout a student's time in an academic program. And it allows faculty within departments, schools and colleges to exercise their authority and responsibility to make decisions related to their academic programs.

There are differences between collective bargaining around employment issues and academic governance. Rather than addressing terms and conditions of employment, the original side letter cedes your authority as faculty members to make the decisions that determine the future of this institution.

Graduate education is an irreplaceable and essential cornerstone of the excellence of a public research university. We are committed to reaching a final and fair agreement as quickly as possible and I am certain the GEO shares that same goal. I am optimistic we will get through this together in a way that leads to better opportunities for everyone who comes to study at Illinois.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

This mailing approved by:

Office of the Vice Chancellor for Academic Affairs and Provost

sent to:

Faculty

From: [REDACTED]
To: [Illinois Provost](#)
Subject: Re: MASSMAIL - Update on the GEO strike
Date: Saturday, March 03, 2018 1:31:15 PM

Hello,

I just got admitted to graduate school here after a fruitful undergraduate career and yet so much doubt about being accepted to this graduate school or any graduate school. Now I'm not so sure I want to go. As if the backlash the homecoming protests got from alumni wasn't bad enough (it confirmed the fact that most alumni don't care about us, they care about their youth). The only thing that could make me more upset would be if you took this email as an invitation to rescind my admission, thus taking away yet more autonomy (I haven't decided to reject yet and the decision is mine to make). I wouldn't put it past anyone at this point. But you made me question my admission decision to a wonderful department and program despite the fact that I don't know if anyone else will take me. That's really saying something.

On Friday, March 2, 2018, Provost Andreas Cangellaris <provost@illinois.edu> wrote:



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

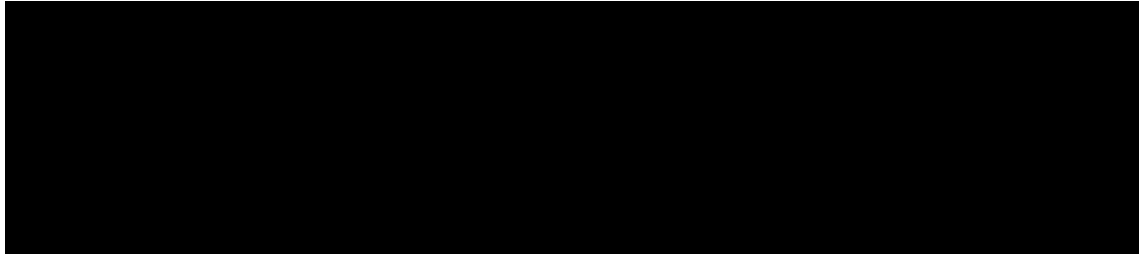
Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

This mailing approved by:

Office of the Vice Chancellor for Academic Affairs and Provost

sent to:

Undergraduate Students



From: [Horn, Heather L](#)
To: [Kemphues, Debbie A](#); [Cangellaris, Andreas C](#)
Subject: RE: MASSMAIL - UPDATED: University information regarding GEO strike
Date: Friday, March 02, 2018 8:40:50 PM

Thank you so much,
Heather

From: Kemphues, Debbie A
Sent: Friday, March 2, 2018 8:36 PM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Cc: Horn, Heather L <hwilson@illinois.edu>
Subject: Re: MASSMAIL - UPDATED: University information regarding GEO strike
Will take care of, thanks Heather.

Sent from my iPhone

On Mar 2, 2018, at 8:32 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

Thank you, Heather.
Debbie,
I checked the site. The correct version of the side letter appears as part of the "Message from the Provost." Perhaps we should state in the Massmail they must click on the "Click here for a Message from the Provost" to see the latest 2/25/18 version of the side letter.
Thank you,
Andreas

Sent from my iPhone

On Mar 2, 2018, at 8:21 PM, Horn, Heather L <hwilson@illinois.edu> wrote:

Good evening, Debbie.
My sincere apologies for the delay this has created in sending the massmail this evening. I am thankful that you both caught the error prior to sending out the message tonight. Please double check this [website](#) and let me know if you have any questions or recommendations.
Many thanks,
Heather

From: Provost Andreas C. Cangellaris [mailto:provost@illinois.edu]
Sent: Sunday, February 25, 2018 7:49 PM
Subject: MASSMAIL - UPDATED: University information regarding GEO strike



Dear Colleagues,

I write to update you on the status of negotiations with the Graduate Employees Organization (GEO) since yesterday. Sunday's bargaining session concluded with the GEO announcing that they would strike on Monday.

As you know, the GEO has prioritized protection of tuition waivers and increasing financial support for wages and health care. I sent the letter below directly to graduate employees represented by the GEO, so they can see directly what we are offering.

I will be reaching out to staff, students and parents to provide them with the latest

information.

Strike FAQs and information about the items being addressed through the bargaining process can be found at: <http://go.illinois.edu/geonegotiations>.

Please contact Labor & Employee Relations, specifically Heather Horn or Leslie Arvan at 217/333-3105, email strikequestions@illinois.edu, or my office with questions or to seek assistance in managing the strike.

We will continue to negotiate and work together with the GEO during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure that Illinois is an attractive and competitive choice for an advanced degree to the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

MESSAGE TO GRADUATE EMPLOYEES REPRESENTED BY THE GEO:

Dear Members of the Graduate Employees' Organization Bargaining Unit,

The University and the Graduate Employees' Organization (GEO) held a five-hour session with the federal mediator in an effort to reach a new agreement and avert a strike. The University was willing to continue negotiations through that night, but the GEO has indicated that it will proceed with plans for strike on Monday.

We have been negotiating in good faith throughout this process and have made significant progress so far, reaching tentative agreements in 12 of the originally identified bargaining areas. And our proposals on the remaining issues have demonstrated significant movement responsive to the GEO's concerns.

- ? The current proposal explicitly guarantees tuition waivers to bargaining unit members, offers clear protections of the value of those waivers throughout a student's academic career here and was adjusted to remove language about eligibility that the GEO said was cause for concern.
- ? The current proposal offers a 10% increase in the minimum wage over the life of the agreement and a 3% increase in the first year for reappointed students with raises commensurate with the rest of campus in the remaining years.
- ? The current proposal offer would raise the university's contribution to the student health insurance fee for represented employees from 80% to 87%.

We are committed to continuing to bargain to reach an agreement that is fair and beneficial for all involved as soon as possible.

As I said in my earlier message to you, we greatly value your significant contributions to the academic and educational missions of this university.

- ? So that you may remain informed, here is the updated side letter language submitted by the University at today's session, The new language provided revised language in response to the GEO's concern about the word "eligible."

The University has reserved, as part of its management rights, the right to determine and modify the graduate program tuition waiver designations. Each program, therefore, will be permitted to exercise the rights and authority associated with its designation relating to tuition waivers, regardless of whether that right or authority has been previously exercised.

The University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program as long as they remain in that program, are in good academic standing, and are making proper progress toward graduation in that program even if modifications in that program should occur. Accordingly, if the University determines that program needs have changed and elects to modify the designation or suspend future enrollment in a program, **the existing students within that program will nevertheless continue to be governed by the waiver policy in effect at the time of their first enrollment in the program** as long as they remain in that program, they hold a tuition waiver generating assistantship, maintain good academic standing and continue to make appropriate progress towards their degree.

Similarly, if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver, the University will not modify the full tuition waiver offered to the existing students within that program who hold a tuition waiver generating assistantship throughout the time that they remain in that program, provided that they maintain good academic standing and continue to make appropriate progress towards their degree.

All doctor of philosophy (Ph.D.) degree programs **will continue to grant tuition waivers**. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, (2) remain enrolled in that same program, (3) continue to satisfactorily perform the duties of their assistantships, (4) maintain good academic standing, and (5) continue to make appropriate progress towards obtaining their degree. The funding provided during that time period may take a variety of forms within the discretion of the University, including tuition-waiver generating graduate assistantships, teaching assistantships, research assistantships, pre-professional assistantships, and fellowships.

We will continue to negotiate and work together with your labor representative, the GEO, during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

This mailing approved by:

Office of the Vice Chancellor for Academic Affairs and Provost

sent to:
Faculty

[Massmail Archive](#) • Massmail powered by [Webtools](#)

From: [REDACTED]
To: [Martensen, Kathy](#)
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: Re: My son became an engineer bc of U of I
Date: Monday, March 05, 2018 3:19:35 PM

Me. Martensen,

I sincerely appreciate your response. I hope things will get worked out with GEO this week.

[REDACTED]

On Mar 5, 2018, at 9:38 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. It is heartening to hear of your son's and your family's experience on campus, I appreciate you sharing that.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your son's education to us.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a

public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 9:04 PM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: My son became an engineer bc of U of I

Andreas Cangellaris,

Provost Cangellaris,

Two years ago our son graduated with a double degree in Engineering and Political Science. He was a dedicated member of the honors college, rode the I-4-K, and was a member of so many clubs and organizations I can't remember them all. I have so many fond memories of our family's time on campus.

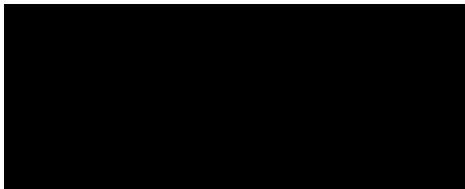
It hurts my heart to see what is happening at U of I today. Graduate Assistants and Teaching Assistants are such an important part of how U of I imparts education and prepares students for graduation.

The requests they are making are a pittance in the overall U of I budget, and the return is far greater for the U of I community.

Tuition waivers are imperative and you have to realize without them you won't compete with top tier schools. Don't do that to this institution.

I understand funding has fallen on hard times. This is an issue the entire state is grappling with. Turning your back on tuition waivers expands far beyond just those employees, it impacts a state. It does. The endowment can carry us through to better days. We need to trust you and other decision makers will do what is necessary and important and right for the long term.

Settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love.



From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: My son became an engineer bc of U of I
Date: Monday, March 05, 2018 11:38:44 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. It is heartening to hear of your son's and your family's experience on campus, I appreciate you sharing that.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your son's education to us.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 9:04 PM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: My son became an engineer bc of U of I

Andreas Cangellaris,

Provost Cangelaris,

Two years ago our son graduated with a double degree in Engineering and Political Science. He was a dedicated member of the honors college, rode the I-4-K, and was a member of so many clubs and organizations I can't remember them all. I have so many fond memories of our family's time on campus.

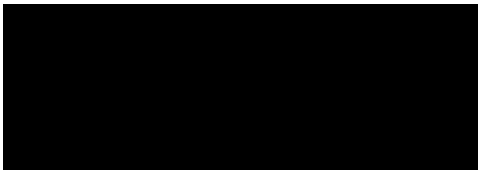
It hurts my heart to see what is happening at U of I today. Graduate Assistants and Teaching Assistants are such an important part of how U of I imparts education and prepares students for graduation.

The requests they are making are a pittance in the overall U of I budget, and the return is far greater for the U of I community.

Tuition waivers are imperative and you have to realize without them you won't compete with top tier schools. Don't do that to this institution.

I understand funding has fallen on hard times. This is an issue the entire state is grappling with. Turning your back on tuition waivers expands far beyond just those employees, it impacts a state. It does. The endowment can carry us through to better days. We need to trust you and other decision makers will do what is necessary and important and right for the long term.

Settle a fair contract with the Graduate Employees' Organization (GEO) of the University of Illinois at Urbana-Champaign so they can get back to doing the work they love.



From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Please negotiate
Date: Monday, March 05, 2018 11:18:05 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

We are grateful your student chose the University of Illinois at Urbana-Champaign for doctoral education, and we take the responsibility of that educational experience very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

-----Original Message-----

From: [REDACTED]
Sent: Friday, March 02, 2018 12:44 PM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Please negotiate

I am writing to urge you to go back to the table and negotiate a fair contract with the GEO. You know how critical tuition coverage is to a graduate teacher. No one can live, teach and pay tuition on \$18,000 a year. You will lose talented dedicated graduate students and teachers. The undergraduates will also suffer. Do the right thing. Remember when you were there. We are counting on you to be reasonable.

[REDACTED] parents of a brilliant PhD student who loves teaching.

Sent from my iPhone

From: [Stone, Deborah S](#)
To: [Horn, Heather L](#)
Cc: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Monday, March 05, 2018 6:51:43 AM

Thanks

Sent from my iPhone

On Mar 5, 2018, at 6:46 AM, Horn, Heather L <hwilson@illinois.edu> wrote:

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Best,

Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@illinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, "DeLorenzo, Michael T" <michaeld@illinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@illinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***
FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign

IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Horn, Heather L](#)
To: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Monday, March 05, 2018 6:46:59 AM

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@uillinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, "DeLorenzo, Michael T" <michaeld@uillinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization

University of Illinois at Urbana-Champaign

IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Riley, Thomas](#)
To: [DeLorenzo, Michael T](#); [Horn, Heather L](#); [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefler, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 9:04:31 PM

I wanted to write a quick note to let you know that Heather was correct in mentioning on our call that the GEO Facebook post indicated that the national AFT leader is coming to campus. I had not seen the email with the post until tonight but yes the union is publicizing a rally "on the 11th day of the strike" Thursday at noon at Foellinger Auditorium featuring Randi Weingarten, the President of the American Federation of Teachers ("AFT"). In the past the *state leader* of the Illinois Federation of Teacher ("IFT") Dan Montgomery has appeared at rallies involving the faculty unions at UIC and UIS, but this is the first time Randi Weingarten the *national leader* has appeared at a U of I campus involving a labor matter. She is a very influential labor and political leader whose presence may garner publicity. For instance she has been very visible in the national media today in regard to the settlement of the state-wide teachers' strike in West Virginia, made statements picked up by the NY Times last week about the *Janus* Supreme Court fair share union fee case, was highly publicized responding to President Trump's recent proposal to arm teachers, etc. Today on her Twitter feed, she commented on the UIUC GEO several times. There is no indication we can glean that her presence in Illinois may also be tied to the upcoming Illinois primaries but these negotiations have involved some agendas beyond just our grad students, to issues of interest to the GEO's (and our faculty unions') parent organizations IFT/AFT. Thanks, Tom

From: "DeLorenzo, Michael T" <michaeld@illinois.edu>
Date: Tuesday, March 6, 2018 at 6:17 PM
To: Heather Horn <hwilson@illinois.edu>, "Cangellaris, Andreas C" <cangella@illinois.edu>, "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, Tom Riley <thriley@uillinois.edu>, Sharon Reynolds <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, Leslie Arvan <arvan@uillinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, Deborah Stone <debstone@uillinois.edu>, Craig Hoefler <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

<https://www.protecthighered.org/take-action/>

From: Horn, Heather L
Sent: Tuesday, March 06, 2018 6:56 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefler, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

<!--[if !supportLists]-->· <!--[endif]-->Striking Grads – 103

<!--[if !supportLists]-->· <!--[endif]-->Cancelled Classes – 33
<!--[if !supportLists]-->· <!--[endif]-->Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangelaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangelaris, Andreas C" <cangella@uillinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, "DeLorenzo, Michael T" <michaeld@uillinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Horn, Heather L](#)
To: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 6:56:29 AM

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

- Striking Grads – 103
- Cancelled Classes – 33
- Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@uillinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, "DeLorenzo, Michael T" <michaeld@uillinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization

University of Illinois at Urbana-Champaign

IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Riley, Thomas](#)
To: [Kaler, Robin Neal](#)
CC: [DeLorenzo, Michael T](#); [Horn, Heather L](#); [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Reynolds, Sharon L](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 10:10:41 PM

[REDACTED]

On Mar 6, 2018, at 10:05 PM, Kaler, Robin Neal <rkaler@uillinois.edu> wrote:

Thanks for the heads up, Tom. [REDACTED]

From: Riley, Thomas
Sent: Tuesday, March 6, 2018 9:05 PM
To: DeLorenzo, Michael T <michaeld@uillinois.edu>; Horn, Heather L <hwilson@uillinois.edu>; Cangellaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>
Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

I wanted to write a quick note to let you know that Heather was correct in mentioning on our call that the GEO Facebook post indicated that the national AFT leader is coming to campus. I had not seen the email with the post until tonight but yes the union is publicizing a rally "on the 11th day of the strike" Thursday at noon at Foellinger Auditorium featuring Randi Weingarten, the President of the American Federation of Teachers ("AFT"). In the past the *state leader* of the Illinois Federation of Teacher ("IFT") Dan Montgomery has appeared at rallies involving the faculty unions at UIC and UIS, but this is the first time Randi Weingarten the *national leader* has appeared at a U of I campus involving a labor matter. She is a very influential labor and political leader whose presence may garner publicity. For instance she has been very visible in the national media today in regard to the settlement of the state-wide teachers' strike in West Virginia, made statements picked up by the NY Times last week about the *Janus* Supreme Court fair share union fee case, was highly publicized responding to President Trump's recent proposal to arm teachers, etc. Today on her Twitter feed, she commented on the UIUC GEO several times. There is no indication we can glean that her presence in Illinois may also be tied to the upcoming Illinois primaries but these negotiations have involved some agendas beyond just our grad students, to issues of interest to the GEO's (and our faculty unions') parent organizations IFT/AFT. Thanks, Tom

From: "DeLorenzo, Michael T" <michaeld@uillinois.edu>
Date: Tuesday, March 6, 2018 at 6:17 PM
To: Heather Horn <hwilson@uillinois.edu>, "Cangellaris, Andreas C" <cangella@uillinois.edu>, "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, Tom Riley <thriley@uillinois.edu>, Sharon Reynolds <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, Leslie Arvan <arvan@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, Deborah Stone <debstone@uillinois.edu>, Craig Hoefer <choefer@uillinois.edu>, "Harris, Chris" <csharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
<https://www.protecthigher.org/take-action/>

From: Horn, Heather L
Sent: Tuesday, March 06, 2018 6:56 AM

To: Cangelaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

<!--[if !supportLists]-->•<!--[endif]-->Striking Grads – 103

<!--[if !supportLists]-->•<!--[endif]-->Cancelled Classes – 33

<!--[if !supportLists]-->•<!--[endif]-->Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangelaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangelaris, Andreas C" <cangella@uillinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, "DeLorenzo, Michael T" <michaeld@uillinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign

IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Horn Heather L](#)
To: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 4:08:19 PM

Below are a few updates via social media:

- <https://www.facebook.com/events/1950684955194124/>
- <https://www.facebook.com/uigeo/photos/pb.171984109397.-2207520000.1520373696./10155672219949398/?type=3&theater>
- <https://www.facebook.com/uigeo/photos/a.179022809397.123245.171984109397/10155672532324398/?type=3&theater> ATTENTION: Members of the CFA and GEO are currently occupying President Killeen's office in the Henry Administration Building. They will occupy the building until we get a fair contract

Heather

From: Horn, Heather L

Sent: Tuesday, March 6, 2018 6:56 AM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

- Striking Grads – 103
- Cancelled Classes – 33
- Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@illinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, "Riley, Thomas" <thriley@Uillinois.edu>, "Reynolds, Sharon L" <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, "DeLorenzo, Michael T" <michaeld@illinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@illinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uiggeo.org>
Date: March 4, 2018 at 8:27:05 PM CST
To: The GEO <geo@uiggeo.org>
Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today. Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uiggeo.org
uiggeo.org

From: [DeLorenzo, Michael T](#)
To: [Horn, Heather L](#); [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefler, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 6:17:55 PM

<https://www.protecthighered.org/take-action/>

From: Horn, Heather L

Sent: Tuesday, March 06, 2018 6:56 AM

To: Cangellaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefler, Craig James <choefler@uillinois.edu>; Harris, Chris <cscharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

- Striking Grads – 103
- Cancelled Classes – 33
- Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@uillinois.edu>; Chodzko-Zajko, Wojtek <wojtek@uillinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@uillinois.edu>; Kaler, Robin Neal <rkaler@uillinois.edu>; DeLorenzo, Michael T <michaeld@uillinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@uillinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefler, Craig James <choefler@uillinois.edu>; Harris, Chris <cscharris@uillinois.edu>; Bernhard, William T <bernhard@uillinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@uillinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@uillinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@uillinois.edu>, "Kaler, Robin Neal" <rkaler@uillinois.edu>, "DeLorenzo, Michael T" <michaeld@uillinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@uillinois.edu>, "Cole, Elyne G" <e-cole1@uillinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefler, Craig James" <choefler@uillinois.edu>, "Harris, Chris" <cscharris@uillinois.edu>, "Bernhard, William T" <bernhard@uillinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 4, 2018 at 8:27:05 PM CST
To: The GEO <geo@uigeo.org>
Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org
uigeo.org

From: [Kaler, Robin Neal](#)
To: [Riley, Thomas](#); [DeLorenzo, Michael T](#); [Horn, Heather L](#); [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Reynolds, Sharon L](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Tuesday, March 06, 2018 10:05:08 PM

From: Riley, Thomas

Sent: Tuesday, March 6, 2018 9:05 PM

To: DeLorenzo, Michael T <michaeld@illinois.edu>; Horn, Heather L <hwilson@illinois.edu>; Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

I wanted to write a quick note to let you know that Heather was correct in mentioning on our call that the GEO Facebook post indicated that the national AFT leader is coming to campus. I had not seen the email with the post until tonight but yes the union is publicizing a rally "on the 11th day of the strike" Thursday at noon at Foellinger Auditorium featuring Randi Weingarten, the President of the American Federation of Teachers ("AFT"). In the past the *state leader* of the Illinois Federation of Teacher ("IFT") Dan Montgomery has appeared at rallies involving the faculty unions at UIC and UIS, but this is the first time Randi Weingarten the *national leader* has appeared at a U of I campus involving a labor matter. She is a very influential labor and political leader whose presence may garner publicity. For instance she has been very visible in the national media today in regard to the settlement of the state-wide teachers' strike in West Virginia, made statements picked up by the NY Times last week about the *Janus* Supreme Court fair share union fee case, was highly publicized responding to President Trump's recent proposal to arm teachers, etc. Today on her Twitter feed, she commented on the UIUC GEO several times. There is no indication we can glean that her presence in Illinois may also be tied to the upcoming Illinois primaries but these negotiations have involved some agendas beyond just our grad students, to issues of interest to the GEO's (and our faculty unions') parent organizations IFT/AFT.

Thanks, Tom

From: "DeLorenzo, Michael T" <michaeld@illinois.edu>

Date: Tuesday, March 6, 2018 at 6:17 PM

To: Heather Horn <hwilson@illinois.edu>, "Cangellaris, Andreas C" <cangella@illinois.edu>, "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, Tom Riley <thriley@uillinois.edu>, Sharon Reynolds <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, Leslie Arvan <arvan@uillinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, Deborah Stone <debstone@uillinois.edu>, Craig Hoefer <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>

Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

<https://www.protecthighered.org/take-action/>

From: Horn, Heather L

Sent: Tuesday, March 06, 2018 6:56 AM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay

<arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S
<debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris
<csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***

Good morning, All.

We have canceled this morning's 7:30 a.m. meeting. I will look forward to speaking with you all at noon today.

Updated Numbers from Yesterday are:

- Striking Grads – 103
- Cancelled Classes – 33
- Moved Classes 209

Best,
Heather

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@illinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, "Riley, Thomas" <thriley@uillinois.edu>, "Reynolds, Sharon L" <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, "DeLorenzo, Michael T" <michaeld@illinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@illinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:

Ashli Anda

Media Liaison

818-565-9887

ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO

geo@uigeo.org

uigeo.org

From: [Horn, Heather L](#)
To: [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Arvan, Leslie Nay](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Sunday, March 04, 2018 8:43:18 PM

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@illinois.edu>
Date: 3/4/18 8:40 PM (GMT-06:00)
To: "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, "Riley, Thomas" <thriley@Uillinois.edu>, "Reynolds, Sharon L" <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, "DeLorenzo, Michael T" <michaeld@illinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@illinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>
Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>
Date: March 4, 2018 at 8:27:05 PM CST
To: The GEO <geo@uigeo.org>
Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:
March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uigeo.org
uigeo.org

From: [Arvan, Leslie Nay](#)
To: [Horn, Heather L](#); [Cangellaris, Andreas C](#); [Chodzko-Zajko, Wojtek](#); [Riley, Thomas](#); [Reynolds, Sharon L](#); [Kaler, Robin Neal](#); [DeLorenzo, Michael T](#); [Cole, Elyne G](#); [Stone, Deborah S](#); [Hoefer, Craig James](#); [Harris, Chris](#); [Bernhard, William T](#)
Subject: RE: PRESS RELEASE: ***GEO Bargaining Session Update***
Date: Sunday, March 04, 2018 8:53:28 PM

Yes, thank you. It is always interesting to hear, in their words, what their position is, and we will work to address these concerns in our revised proposal.

From: Horn, Heather L

Sent: Sunday, March 4, 2018 8:43 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>; Chodzko-Zajko, Wojtek <wojtek@illinois.edu>; Riley, Thomas <thriley@Uillinois.edu>; Reynolds, Sharon L <sreynlds@illinois.edu>; Kaler, Robin Neal <rkaler@illinois.edu>; DeLorenzo, Michael T <michaeld@illinois.edu>; Arvan, Leslie Nay <arvan@uillinois.edu>; Cole, Elyne G <e-cole1@illinois.edu>; Stone, Deborah S <debstone@uillinois.edu>; Hoefer, Craig James <choefer@uillinois.edu>; Harris, Chris <csharris@illinois.edu>; Bernhard, William T <bernhard@illinois.edu>

Subject: Re: PRESS RELEASE: ***GEO Bargaining Session Update***

Thank you for sharing, Andreas.

Best, Heather

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Cangellaris, Andreas C" <cangella@illinois.edu>

Date: 3/4/18 8:40 PM (GMT-06:00)

To: "Chodzko-Zajko, Wojtek" <wojtek@illinois.edu>, "Riley, Thomas" <thriley@Uillinois.edu>, "Reynolds, Sharon L" <sreynlds@illinois.edu>, "Kaler, Robin Neal" <rkaler@illinois.edu>, "DeLorenzo, Michael T" <michaeld@illinois.edu>, "Arvan, Leslie Nay" <arvan@uillinois.edu>, "Horn, Heather L" <hwilson@illinois.edu>, "Cole, Elyne G" <e-cole1@illinois.edu>, "Stone, Deborah S" <debstone@uillinois.edu>, "Hoefer, Craig James" <choefer@uillinois.edu>, "Harris, Chris" <csharris@illinois.edu>, "Bernhard, William T" <bernhard@illinois.edu>

Subject: Fwd: PRESS RELEASE: ***GEO Bargaining Session Update***

FYI

Sent from my iPhone

Begin forwarded message:

From: The GEO <geo@uigeo.org>

Date: March 4, 2018 at 8:27:05 PM CST

To: The GEO <geo@uigeo.org>

Subject: PRESS RELEASE: ***GEO Bargaining Session Update***



FOR IMMEDIATE RELEASE:

March 4, 2018

CONTACT:
Ashli Anda
Media Liaison
818-565-9887
ashlianda@gmail.com

GEO Bargaining Session Update

GEO prepares for another day of picketing

Champaign-Urbana, IL - On March 4, 2018, the Graduate Employees' Organization (GEO) had a bargaining session with the administration. The administration's bargaining team did not arrive with anything different from previous sessions so no proposals were exchanged today.

Patrick Kimutis, a graduate employee in the English department and GEO bargaining team member, had the following to say about today's session: "The GEO bargaining team is always willing to meet if it will move bargaining forward. We made it clear that our strike is strong and we are not backing down from our position on tuition waivers: if someone is employed doing bargaining unit work, they must receive full compensation, including a full tuition waiver, regardless of what department they are employed by or study in. The Administration knows that the stakes are high, but our strike is going strong and we will stay out as long as it takes to save our union, protect tuition waivers, and ensure access to education for all!"

Picketing will resume tomorrow, March 5th, at 8am, bringing the strike into its sixth day.

Our next bargaining session is currently scheduled for Wednesday, March 7, 2018.

GEO represents approximately 2,700 graduate student employees across the University of Illinois, Urbana-Champaign campus. GEO's strong and active membership works to protect high-quality, accessible public education in Illinois.

###

--

Graduate Employees' Organization
University of Illinois at Urbana-Champaign
IFT/AFT Local 6300 - AFL-CIO
geo@uiggeo.org
uiggeo.org

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Restore tuition waivers and end the strike!
Date: Monday, March 05, 2018 11:28:44 AM

Hi [REDACTED]

Since my last correspondence with you on Wednesday morning, there was indeed a meeting yesterday afternoon into the evening. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today.

Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Sincerely,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 6:26 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Re: Restore tuition waivers and end the strike!

Provost -

I hear from my daughter (PhD candidate in [REDACTED]) that the University is willing to meet with the mediator and the GEO on Monday -- please tell me and the rest of the world that you are bringing back the tuition waiver side letter ****as it was written in the last contract****.

The graduate employees very much want to return to work and get back to their positions of teaching and tutoring UIUC's undergraduates. The undergraduates would like their teachers and mentors back as well. The faculty and staff at UIUC want their graduate students back as well. And I certainly hope that you and the rest of the Administration want your GEO members back at work, fulfilling the academic mission of the university.

We wait with hope to hear the outcome on Monday of the meeting with all vested parties.

Thank you,
[REDACTED]

On Fri, Mar 2, 2018 at 2:07 PM, [REDACTED] > wrote:

Thank you for your reply.

Can you elaborate on when the university will return to the bargaining table with full tuition waivers as part of the contract?

My daughter ([REDACTED]) would very much like to resume her TA duties and get back to the business of teaching undergraduates and performing her own research. This strike situation is a deterrent all around.

Wish I could say that the GEO members share your optimism.

> On Mar 2, 2018, at 1:42 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

>

> Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

>

> Andreas Cangellaris

> Vice Chancellor for Academic Affairs and Provost

>

> -----Original Message-----

> From: [REDACTED]

> Sent: Friday, March 02, 2018 10:28 AM

> To: Cangellaris, Andreas C <cangella@illinois.edu>

> Subject: Restore tuition waivers and end the strike!

>

> This administration needs to rethink their position on tuition waivers and return to the bargaining table with the previous side letter in place!

>

> Enough is enough!

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Re: Restore tuition waivers and end the strike!
Date: Saturday, March 03, 2018 6:25:48 AM

Provost -

I hear from my daughter (PhD candidate in [REDACTED]) that the University is willing to meet with the mediator and the GEO on Monday -- please tell me and the rest of the world that you are bringing back the tuition waiver side letter ****as it was written in the last contract****.

The graduate employees very much want to return to work and get back to their positions of teaching and tutoring UIUC's undergraduates. The undergraduates would like their teachers and mentors back as well. The faculty and staff at UIUC want their graduate students back as well. And I certainly hope that you and the rest of the Administration want your GEO members back at work, fulfilling the academic mission of the university.

We wait with hope to hear the outcome on Monday of the meeting with all vested parties.

Thank you,
[REDACTED]

On Fri, Mar 2, 2018 at 2:07 PM, [REDACTED] > wrote:

Thank you for your reply.

Can you elaborate on when the university will return to the bargaining table with full tuition waivers as part of the contract?

My daughter (PhD student in [REDACTED]) would very much like to resume her TA duties and get back to the business of teaching undergraduates and performing her own research. This strike situation is a deterrent all around.

Wish I could say that the GEO members share your optimism.

> On Mar 2, 2018, at 1:42 PM, Cangellaris, Andreas C <cangella@illinois.edu> wrote:

>

> Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

>

> Andreas Cangellaris

> Vice Chancellor for Academic Affairs and Provost

>

> -----Original Message-----

> From: [REDACTED]

> Sent: Friday, March 02, 2018 10:28 AM

> To: Cangellaris, Andreas C <cangella@illinois.edu>

> Subject: Restore tuition waivers and end the strike!

>

> This administration needs to rethink their position on tuition waivers and return to the bargaining table with the previous side letter in place!

>

> Enough is enough!

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Restore tuition waivers for grad workers
Date: Monday, March 05, 2018 8:36:50 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

Begin forwarded message:

From: [REDACTED]
Date: March 4, 2018 at 7:32:35 PM CST
To: dedwards@flexpointford.com

Subject: Restore tuition waivers for grad workers

Reply-To: [REDACTED]

Donald Edwards,

Dear Board of Trustees member,

You claimed in the Champaign News-Gazette that you were ready to bargain. Yet you haven't called a session since last Sunday, and what's more, you told students to call the police on your own employees during their non-disruptive strike, which they have every legal right to bring. Come back to the bargaining table with your graduate employees to bargain in good faith for a contract that is fair to both graduate workers and undergraduates.

All graduate workers earn and need tuition waivers to continue their studies and work at U of I. It's standard across the nation to offer this. Without guaranteed tuition waivers, graduate students would be forced to pay up to \$30,000 in order to keep a job that pays less than \$17,000 per year. If you successfully dismantle guaranteed tuition waivers for future grad students, you will eradicate accessible graduate education.

I believe that poor and working class students deserve access to graduate studies as much as wealthy students. These positions should be based on merit, not zip code.

Don't bs your grad employees and your enrollees, it wouldn't take that much money to ensure their needs are met. Come back to the table and give them the respect they deserve.

Thank you,

[REDACTED]

From: [Martensen, Kathy](#)
To: [REDACTED]; [Steltman, Robert Charles](#)
Cc: [REDACTED]; [Illinois Chancellor](#); [Illinois Provost](#); [Camargo, Martin](#)
Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow
Date: Wednesday, March 07, 2018 11:28:32 AM

Dear [REDACTED],

I understand. I had seen a plan from Spanish as of last week; however, I expect they may have updated that plan this week. Dean Steltman from the College of LAS was already included here, so I'm sure he will share any details if he has them. I've also copied in the associate dean who oversees the humanities and the arts in LAS, Dean Martin Camargo, in hopes he has firm details regarding Spanish 141 he can share with all of us.

Has your daughter been able to connect with her academic advisor? That individual should be another resource for her for information, and it will also be most helpful for her advisor to be aware of the specifics of her situation so they can assist in, as you note, needed flexibility that takes into account impacts on her other courses. Again, if I can provide a contact name for an advisor, please let me know, or your daughter is always welcome to contact me directly as well. I'm most accessible via email at this address, and I am prioritizing responding to students' and parents' concerns, so I will respond as soon as I am able.

Best wishes,

Kathy

From: [REDACTED]
Sent: Tuesday, March 6, 2018 10:04 PM
To: Martensen, Kathy <kmartens@illinois.edu>; Steltman, Robert Charles <steltman@illinois.edu>
Cc: [REDACTED]; [Illinois Chancellor <chancellor@illinois.edu>](mailto:chancellor@illinois.edu); [Illinois Provost <provost@illinois.edu>](mailto:provost@illinois.edu)
Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello,

Now that the strike is in its second week, and there is no clear end in sight, I would expect to be hearing some **firm** details right away about make ups for all of the classes that are being missed. Thus far make ups have merely been mentioned as part of a 'plan'. We are ready to see the plan. So, please forward the details. Our daughter has a schedule and multiple commitments to maintain and plans should be underway now to avoid conflicts.

Our expectation is that there will be no arbitrary re-defining of the actions needed to meet 'educational objectives' and that there will actually be classroom instruction time re-scheduled (and soon!). This should be with flexibility and many options to the student's schedule.

If this cannot be accomplished and in a timely fashion, then the university should seek actions necessary to get classes running again. If this requires hiring new employees, we would suggest that not a moment more of our dollars or the student's time be wasted and that this process be initiated without delay..

U of I's first consideration should be to the students and parents funding their education, not to the striking student assistants.

Please advise.

Sincerely,
[REDACTED]

-----Original Message-----

From: Martensen, Kathy <kmartens@illinois.edu>

To: [REDACTED]; Steltman, Robert Charles <steltman@illinois.edu>
Cc: [REDACTED]; Illinois Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>
Sent: Wed, Feb 28, 2018 10:35 am
Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Dear [REDACTED],

Thanks for following up. I certainly understand your frustration and concern. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading.

As you're aware from our previous communication, even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. We are posting full updates on the status of the negotiations as well as a list of frequently asked questions regarding the impacts of a strike at <http://go.illinois.edu/geonegotiations>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved. As such, we remain hopefully and expectant that the striking graduate students who are in teaching assistant roles will help work toward fulfilling our responsibilities to our undergraduate students. We also remain optimistic that the strike will conclude in the very near future, and in parallel to efforts on that front, we are also working on short- and longer-term contingency plans, should they become necessary, to honor our commitment to undergraduate education.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Tuesday, February 27, 2018 10:46 PM
To: Steltman, Robert Charles <steltman@illinois.edu>; Martensen, Kathy <kmartens@illinois.edu>
Cc: [REDACTED]
Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello Ms. Martensen and Mr. Stelman,

Thank you for the information. Your quick response is most appreciated.

I hope you will kindly consider our position on the unfortunate events of this week as described below:

The members of the GEO have already scarred their 'status as professional' by pursuing this disruption. There is certainly nothing honorable about their actions as related to this strike (or is it the organization pushing an agenda and not the members???). I find it hard to believe that any person or organization who uses this means as a way to address a grievance will suddenly have 'honor' only once they receive the reward they are seeking. They are holding our hard earned dollars hostage and disrupting our daughter's education. There is no honor in that! There is nothing professional about participating in a strike. It is nothing more than a temper tantrum. The longer the duration of this strike, the longer the University allows the feeding of this temper tantrum, the more we wonder if choosing a public University was a wise choice for our daughter.

I would not expect that reasoning with those who are unprofessional and dishonorable would yield a good outcome. I hope that the University, like a steadfast parent, will not tolerate this behavior and remember to whom they should be catering. It is not those who are on strike! It is the student who worked a lifetime to be accepted at the U of I and the parents and families who made sacrifices to plan for and pay for the privilege. The University should keep this in mind as they consider next steps.

It will be difficult to convince us that your 'every effort to catch up' will be effective and without further disruption to our daughter's schedule if the strike does not end soon. Also, students are already being penalized....their classes have been cancelled!

I will continue to monitor what is happening with my daughter's scheduled and cancelled classes and hope that some alternative to simply 'no class' will be put in place soon. If that means hiring other qualified individuals to fill the roles, this should not be discounted as an option.

Finally, our expectation is that the University acts accordingly to end to this quickly and with no further interruption, potential cost increase, or inconvenience to your customer.....the student and their parents.

Today we paid tuition. Today we did not get our money's-worth,

Thank you again for the response and for allowing me to share our feedback with you.

Sincerely,
[REDACTED]

-----Original Message-----

From: Steltman, Robert Charles <steltman@illinois.edu>

To: Martensen, Kathy <kmartens@illinois.edu>; [REDACTED]

Sent: Mon, Feb 26, 2018 12:46 pm

Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Good afternoon, [REDACTED] and thanks, Kathy:

Neither Rhetoric or Spanish is able to staff courses taught by striking teaching assistants. Students will not be penalized for time missed, and I am sure every effort will be made to “catch up” in timely and manageable fashion once the strike is over. One of the purposes of establishing a formal relationship with the GEO is recognition of graduate student status as professional employees, a responsibility they will undoubtedly honor through their actions once they return to the classroom.

Please let me know if you have additional questions or need anything else, as well.

Best,

Bob Steltman

Assistant Dean, LAS Student Academic Affairs

From: Martensen, Kathy

Sent: Monday, February 26, 2018 10:54 AM

To: [REDACTED]

Cc: Steltman, Robert Charles

Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Dear [REDACTED],

The Chancellor's office forwarded your email my way, thank you for the heads up on this. If she's not already done so, please make sure your daughter is in communication with the LAS Student Academic Affairs Office; it may be that these instructors are not teaching but it is possible that the units have coverage for the courses and thus that they're not actually cancelled. I've copied Dean Bob Steltman from that office here, he can provide some guidance and/or the names of the appropriate individuals in the specific units who can share this. I'm suggesting the College of Liberal Arts and Sciences because both of these courses are within that unit. If your daughter is not a student in Liberal Arts and Sciences herself, I also encourage her to reach out to her home academic unit as well.

If you would like to receive community from the university about this (and other issues, of course), you are welcome to sign up for the Parents Program mailing at <https://illiniunion.illinois.edu/parentandfamilyprograms/contact.aspx>.

I hope this is helpful!

Best wishes,

Kathy

Kathryn A. Martensen

Assistant Provost for Educational Programs

Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: [REDACTED]

Sent: Monday, February 26, 2018 10:31 AM

To: [REDACTED]; Bertram, Wendy M <wbertram@illinois.edu>

Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello,
My daughter's [REDACTED] also cancelled today.
[REDACTED]

-----Original Message-----

From: [REDACTED]

To: wbertram <wbertram@illinois.edu>

Sent: Mon, Feb 26, 2018 10:12 am

Subject: Fwd: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello Wendy,
Per our previous correspondence, my daughter is already experiencing cancellations of classes. Details for one of them is found below.

I would like to hear from the chancellor specifically the following:

1. What are the plans for how these classes will be re-scheduled?
2. What if the re-schedule interferes in some way with the students' existing schedule? This should not be at the inconvenience of the student!
3. Tuition is due this week. Why should we pay tuition if there is no guarantee that classes will be held and there is no specific plan for a way to re-schedule?
4. Will refunds on missed classes be considered?

Again, I want to re-iterate that there should be more communication to the parents on this!

[REDACTED]

-----Original Message-----

From: [REDACTED] >

To: [REDACTED]

Sent: Mon, Feb 26, 2018 9:13 am

Subject: Fwd: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

----- Forwarded message -----

From: [REDACTED]
Date: Sun, Feb 25, 2018 at 5:49 PM
Subject: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2:
Class tomorrow
To:

Dear Students,

I will not be in class today, because my union, the GEO, is on strike. I will let you know once the strike is over and I am able to return to work.

Best,

[REDACTED]

From: [REDACTED]
To: [Martensen, Kathy](#); [Steltman, Robert Charles](#)
Cc: [REDACTED]; [Illinois Chancellor](#); [Illinois Provost](#)
Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow
Date: Tuesday, March 06, 2018 10:04:14 PM

Hello,

Now that the strike is in its second week, and there is no clear end in sight, I would expect to be hearing some **firm** details right away about make ups for all of the classes that are being missed. Thus far make ups have merely been mentioned as part of a 'plan'. We are ready to see the plan. So, please forward the details. Our daughter has a schedule and multiple commitments to maintain and plans should be underway now to avoid conflicts.

Our expectation is that there will be no arbitrary re-defining of the actions needed to meet 'educational objectives' and that there will actually be classroom instruction time re-scheduled (and soon!). This should be with flexibility and many options to the student's schedule.

If this cannot be accomplished and in a timely fashion, then the university should seek actions necessary to get classes running again. If this requires hiring new employees, we would suggest that not a moment more of our dollars or the student's time be wasted and that this process be initiated without delay..

U of I's first consideration should be to the students and parents funding their education, not to the striking student assistants.

Please advise.

Sincerely,

-----Original Message-----

From: Martensen, Kathy <kmartens@illinois.edu>
To: [REDACTED] Steltman, Robert Charles <steltman@illinois.edu>
Cc: [REDACTED] Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>
Sent: Wed, Feb 28, 2018 10:35 am
Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Dear [REDACTED],

Thanks for following up. I certainly understand your frustration and concern. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading.

As you're aware from our previous communication, even with a strike, the expectation remains all members of the university community are expected to meet for classes as usual. Students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. We are posting full updates on the status of the negotiations as well as a list of frequently asked questions regarding the impacts of a strike at <http://go.illinois.edu/geonegotiations>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate

assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved. As such, we remain hopefully and expectant that the striking graduate students who are in teaching assistant roles will help work toward fulfilling our responsibilities to our undergraduate students. We also remain optimistic that the strike will conclude in the very near future, and in parallel to efforts on that front, we are also working on short- and longer-term contingency plans, should they become necessary, to honor our commitment to undergraduate education.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Tuesday, February 27, 2018 10:46 PM
To: Steltman, Robert Charles <steltman@illinois.edu>; Martensen, Kathy <kmartens@illinois.edu>
Cc: [REDACTED]
Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello Ms. Martensen and Mr. Stelman,

Thank you for the information. Your quick response is most appreciated.

I hope you will kindly consider our position on the unfortunate events of this week as described below:

The members of the GEO have already scarred their 'status as professional' by pursuing this disruption. There is certainly nothing honorable about their actions as related to this strike (or is it the organization pushing an agenda and not the members???). I find it hard to believe that any person or organization who uses this means as a way to address a grievance will suddenly have 'honor' only once they receive the reward they are seeking. They are holding our hard earned dollars hostage and disrupting our daughter's education. There is no honor in that! There is nothing professional about participating in a strike. It is nothing more than a temper tantrum. The longer the duration of this strike, the longer the University allows the feeding of this temper tantrum, the more we wonder if choosing a public University was a wise choice for our daughter.

I would not expect that reasoning with those who are unprofessional and dishonorable would yield a good

outcome. I hope that the University, like a steadfast parent, will not tolerate this behavior and remember to whom they should be catering. It is not those who are on strike! It is the student who worked a lifetime to be accepted at the U of I and the parents and families who made sacrifices to plan for and pay for the privilege. The University should keep this in mind as they consider next steps.

It will be difficult to convince us that your 'every effort to catch up' will be effective and without further disruption to our daughter's schedule if the strike does not end soon. Also, students are already being penalized....their classes have been cancelled!

I will continue to monitor what is happening with my daughter's scheduled and cancelled classes and hope that some alternative to simply 'no class' will be put in place soon. If that means hiring other qualified individuals to fill the roles, this should not be discounted as an option.

Finally, our expectation is that the University acts accordingly to end to this quickly and with no further interruption, potential cost increase, or inconvenience to your customer.....the student and their parents.

Today we paid tuition. Today we did not get our money's-worth,

Thank you again for the response and for allowing me to share our feedback with you.

Sincerely,

[REDACTED]

-----Original Message-----

From: Steltman, Robert Charles <steltman@illinois.edu>

To: Martensen, Kathy <kmartens@illinois.edu> [REDACTED]

Sent: Mon, Feb 26, 2018 12:46 pm

Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Good afternoon, [REDACTED] and thanks, Kathy:

Neither [REDACTED] is able to staff courses taught by striking teaching assistants. Students will not be penalized for time missed, and I am sure every effort will be made to "catch up" in timely and manageable fashion once the strike is over. One of the purposes of establishing a formal relationship with the GEO is recognition of graduate student status as professional employees, a responsibility they will undoubtedly honor through their actions once they return to the classroom.

Please let me know if you have additional questions or need anything else, as well.

Best,

Bob Steltman
Assistant Dean, LAS Student Academic Affairs

From: Martensen, Kathy

Sent: Monday, February 26, 2018 10:54 AM

To: [REDACTED]

Cc: Steltman, Robert Charles

Subject: RE: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Dear [REDACTED]

The Chancellor's office forwarded your email my way, thank you for the heads up on this. If she's not already done so, please make sure your daughter is in communication with the LAS Student Academic Affairs Office; it may be that these instructors are not teaching but it is possible that the units have coverage for the courses and thus that they're not actually cancelled. I've copied Dean Bob Steltman from that office here, he can provide some guidance and/or the names of the appropriate individuals in the specific units who can share this. I'm suggesting the College of Liberal Arts and Sciences because both of these courses are within that unit. If your daughter is not a student in Liberal Arts and Sciences herself, I also encourage her to reach out to her home academic unit as well.

If you would like to receive community from the university about this (and other issues, of course), you are welcome to sign up for the Parents Program mailing at <https://illiniunion.illinois.edu/parentandfamilyprograms/contact.aspx>.

I hope this is helpful!

Best wishes,

Kathy

Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.

From: [REDACTED]

Sent: Monday, February 26, 2018 10:31 AM

To: [REDACTED]; Bertram, Wendy M <wbertram@illinois.edu>

Subject: Re: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello,
My daughter's RHETORIC 105 also cancelled today.
[REDACTED]

-----Original Message-----

From: [REDACTED]
To: wbertram <wbertram@illinois.edu>
Sent: Mon, Feb 26, 2018 10:12 am
Subject: Fwd: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

Hello Wendy,

Per our previous correspondence, my daughter is already experiencing cancellations of classes. Details for one of them is found below.

I would like to hear from the chancellor specifically the following:

1. What are the plans for how these classes will be re-scheduled?
2. What if the re-schedule interferes in some way with the students' existing schedule? This should not be at the inconvenience of the student!
3. Tuition is due this week. Why should we pay tuition if there is no guarantee that classes will be held and there is no specific plan for a way to re-schedule?
4. Will refunds on missed classes be considered?

Again, I want to re-iterate that there should be more communication to the parents on this!

[REDACTED]

-----Original Message-----

From: [REDACTED] >
To: [REDACTED]
Sent: Mon, Feb 26, 2018 9:13 am
Subject: Fwd: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow

----- Forwarded message -----

From: [REDACTED] <compass2g@illinois.edu>
Date: Sun, Feb 25, 2018 at 5:49 PM
Subject: Spring 2018-SPAN 141-Intro to Spanish Grammar-Sections C1, C2, D1, D2, E1, E2, F1, X1, X2: Class tomorrow
To:

Dear Students,

I will not be in class today, because my union, the GEO, is on strike. I will let you know once the strike is over and I am able to return to work.

Best,

[REDACTED]

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Tuition Waivers for Graduate Students
Date: Monday, March 05, 2018 9:10:43 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

We are grateful your child chose the University of Illinois at Urbana-Champaign for doctoral education, and we take the responsibility of that educational experience very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Sunday, March 04, 2018 9:28 AM
To: Illinois Provost <provost@illinois.edu>; Illinois Chancellor <chancellor@illinois.edu>
Subject: Tuition Waivers for Graduate Students

Dear Provost and Chancellor,

I am a parent of an UIUC graduate student and I am writing to you to urge you include the tuition waiver for graduate students who are also Teaching Assistants at your school. My child, who had many other offers for a PhD

program, chose UIUC in part because of the outstanding grad. students in the program. Now because of the uncertainty of the tuition waiver, my child and many other grad. students, are investigating opportunities to transfer to other universities that can guarantee tuition waivers. If your top tier grad. students transfer to other universities the undergrads. will not have the benefit of those TAs' expertise and UIUC will not benefit from the research and discoveries those grad. students will make while at your school. Do the right thing and continue the tuition waiver clause in their contract.

Best,

[REDACTED]

From: [Chodzko-Zajko, Wojtek](#)
To: [Kemphues, Debbie A](#)
Cc: [Cangellaris, Andreas C](#)
Subject: Re: Tuition Waivers for Graduate Students
Date: Monday, March 05, 2018 11:34:23 AM

Debbie

I am fine with Kathy's very thoughtful, accurate, and responsive message.

Thanks for checking

Wojtek

Wojtek J. Chodzko-Zajko, PhD

Dean, Graduate College

Interim Dean, College of Media

Shahid and Ann Carlson Khan Professor in Applied Health Sciences

University of Illinois at Urbana-Champaign

e-mail: wojtek@illinois.edu

Graduate College:

204 Coble Hall

801 S Wright Street

Champaign, IL 61820

tel: +1 (217) 333-6715

fax +1 (217) 333-8019

www.grad.illinois.edu

College of Media:

119 Gregory Hall

810 S. Wright Street

Urbana, IL 61801

tel: +1 (217) 244-2596

fax +1 (217) 333-9882

www.media.illinois.edu

From: Debbie Kemphues <dkemphue@illinois.edu>

Date: Monday, March 5, 2018 at 11:25 AM

To: "wojtek@illinois.edu" <wojtek@illinois.edu>

Cc: "Cangellaris, Andreas C" <cangella@illinois.edu>

Subject: FW: Tuition Waivers for Graduate Students

Wojtek,

We're starting to get emails from parents of graduate students. See Kathy's response below to this parent.

Please let us know if you'd prefer a different approach or if you'd like to respond to these emails.

Thanks for your thoughts on this.

Debbie

From: Martensen, Kathy

Sent: Monday, March 05, 2018 9:11 AM

To [REDACTED]

Cc: Illinois Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>

Subject: RE: Tuition Waivers for Graduate Students

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of

instruction, meeting course objectives, and ensuring timely grading. As you may be aware, the university had made our negotiators' availability known through the federal mediator. Late last week, the Graduate Employees' Organization (GEO) also indicated to the mediator that their negotiators were ready to return to the table. Those discussions took place last night, and we are disappointed that an agreement was not reached and that the GEO is continuing its strike today. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved. We are grateful your child chose the University of Illinois at Urbana-Champaign for doctoral education, and we take the responsibility of that educational experience very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304

601 East John Street

Champaign, IL 61820

Phone: 217-333-6677

Fax: 217-244-5639

Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]

Sent: Sunday, March 04, 2018 9:28 AM

To: Illinois Provost <provost@illinois.edu>; Illinois Chancellor <chancellor@illinois.edu>

Subject: Tuition Waivers for Graduate Students

Dear Provost and Chancellor,

I am a parent of an UIUC graduate student and I am writing to you to urge you include the tuition waiver for graduate students who are also Teaching Assistants at your school. My child, who had many other offers for a PhD program, chose UIUC in part because of the outstanding grad. students in the program. Now because of the uncertainty of the tuition waiver, my child and many other grad. students, are investigating opportunities to transfer to other universities that can guarantee tuition waivers. If your top tier grad. students transfer to other universities the undergrads. will not have the benefit of those TAs' expertise and UIUC will not benefit from the research and discoveries those grad. students will make while at your school. Do the right thing and continue the tuition waiver clause in their contract.

Best,

[REDACTED]

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: Re: Tuition Waivers
Date: Tuesday, March 06, 2018 8:52:47 PM

Dear Provost Cangellaris,

I have been following the progress of the GEO strike and to date, I fail to see any action on the part of the university to attain "a collective bargaining agreement that is fair and beneficial for all involved." The future of the quality of education at the University of Illinois at Urbana-Champaign is at risk. Fair working conditions, including tuition waivers, insure a diverse pool of outstanding graduate students from all over the world who enhance the level of instruction. The University of Illinois can not function without its graduate employees, as the effects of the strike indicate.

I pray that the university administration will enter the mediation session tomorrow with an open agenda and can come to an agreement with the GEO that will end this unfortunate event so that all students and faculty can return to learning once again.

Sincerely

[REDACTED]

On Wednesday, February 28, 2018 3:51 PM, "Cangellaris, Andreas C" <cangella@illinois.edu> wrote:

Thank you for sharing your views on the Graduate Employees' Organization collective bargaining agreement. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and I am optimistic that we will be able to attain a collective bargaining agreement that is fair and beneficial for all involved.

Andreas Cangellaris

Vice Chancellor for Academic Affairs and Provost

From: [REDACTED]

Sent: Wednesday, February 28, 2018 6:08 AM

To: Illinois Provost <provost@illinois.edu>

Subject: Tuition Waivers

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost

University of Illinois at Urbana-Champaign

cangella@illinois.edu

(217) 333-6677

Dear Provost Cangellaris,

I am writing to express my support for the Teaching Assistants and Graduate Assistants at the University of Illinois at Urbana-Champaign in their effort to win a fair contract through a strike. I urge you to sign their proposals for a new collective bargaining agreement. Since their first contract in 2003, the unionized graduate workers have worked to secure increased pay, better healthcare, full tuition waivers, and access and equality protections.

The future of the quality of education at the University of Illinois at Urbana-

Champaign is at risk because fair working conditions, including tuition waivers, insure a diverse pool of outstanding graduate students from all over the world who enhance the level of instruction.

Graduate employees perform essential work for the University as teachers and graduate assistants. At some point, every undergraduate student is taught by a graduate instructor, and over 2,500 graduate employees on the UIUC campus provide valuable labor. **The teaching labor of graduate employees is a major reason why the University of Illinois at Urbana-Champaign continues to be a preeminent institution of higher learning and research in the United States. The University of Illinois would not function without its graduate employees.**

The University of Illinois administration has ignored the demands of graduate workers at the bargaining table for almost 11 months, and is attempting to cut tuition waivers that make graduate school affordable. Recently, your administration has also revealed a plan to legally prevent GEO from striking over tuition waivers, in a clear and shameful union busting move. Without a union that ensures protections through a robust collective bargaining agreement, graduate employees face numerous financial and emotional hardships. This allows administrators to take advantage of graduate labor and leaves graduate workers vulnerable to difficult choices, such as choosing between quality healthcare and their next meal.

Despite the fact that Teaching Assistants making the minimum salary make about \$6,000 less than the University's own published living wage, you continue to refuse to raise their wages in a meaningful way, to waive burdensome student fees, or to provide much-needed child care or healthcare resources for grad employees with dependents. Your proposals would force graduate employees into even more precarious living conditions, and would have devastating effects on public education statewide. Illinois deserves better.

I urge you to sign GEO's proposals for better living and working conditions for graduate employees at the University of Illinois at Urbana Champaign.

Sincerely,

[Redacted]

[Redacted]

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 9:56:55 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Sunday, March 04, 2018 9:42 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

As a parent of a student it's very discouraging to hear you have allowed this situation to reach this level.

For the cost of tuition each student is expected to pay and knowing that that amount is constantly increasing

its surprising you can't come to terms to provide adequate pay to the GEO's that we all know are critical in the education of every student.

I'm disappointed.

[REDACTED]

From: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris

<iuparentfamilyprograms@illinois.edu>

Sent: Friday, March 2, 2018 7:55:41 PM

To: [REDACTED]

Subject: Update on the GEO strike

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor, Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 9:59:52 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your students to contact their home academic unit's student academic affairs office(s) for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your students' education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 6:36 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Thank you for this email update. As a parent of two students at the University, and a graduate myself, as well as my husband being a graduate, we feel strongly that you should return to the bargaining table keeping in mind that your T A s are the lifeblood of instruction under professors at the University. Our family feels that not only are we not paying for our daughter to teach herself, but most importantly, you should pay all of your teachers a living wage to afford them the dignity that their work deserves. You cannot build an equitable system that is just based upon sub poverty wages. We feel that the quality of education is definitely being hindered and regret it took a week to return to the bargaining table and hope that you return posthaste with a serious and fair offer. We are in support of the T A s, the strike, and you offering them a fair wage. We admire the University, its administration, police department and myriad offerings, but do not stand with you on this.

[REDACTED]

[REDACTED]

On Mar 2, 2018, at 8:00 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

header image

?

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

https://illinois.edu/skinDesigner/files/25740/wizard_footer.png?iIndex=0112T083551



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: [Martensen Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:14:07 AM

Dea [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your son to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your son's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 3:13 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Hi,

I'm the parent of a sophomore student at UIUC. I'm very concerned about the disruption and lack of communication about the strike. My son has some classes that appear to be occurring, but he is not comfortable crossing a picket line to attend. Other classes are not taking place at all. How is he expected to complete the semester under these conditions?

Sincerely,

[REDACTED]

On Mar 2, 2018, at 8:12 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: [Martensen, Kathy](#)
To: [Illini Union Parent and Family Programs](#)
Cc: [Illinois Chancellor](#); [Illinois Provost](#); admissions@illinois.edu
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:17:46 AM

Dear [REDACTED],

Thank you for your email. Regarding the strike by some teaching assistants and graduate assistants on our campus, our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage Jordi and Jacob to contact their home academic unit's student academic affairs office(s) for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Regarding Rachel's application for admission, I've copied the Office of Undergraduate Admissions on this reply; a counselor from that office will be back in touch with you with more information about the admissions decision.

Best wishes,

Kathy


Kathryn A. Martensen
Assistant Provost for Educational Programs
Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from University employees regarding University business is a public record and may be subject to public disclosure.


From: [REDACTED]
Sent: Saturday, March 03, 2018 12:19 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike


Vice Chancellor, my name is [REDACTED].
Currently, we have 2 kids attending U. of Illinois, ([REDACTED]).
I have a 3rd child ([REDACTED] who is a senior and [REDACTED]).
She was recently denied admissions and appealed and was denied again.
Obviously, not every child can attend U. of Illinois.

[REDACTED]



She is philanthropic and a great friend to many.

If anyone deserves a chance,  does.

Meet with  and see her passion.

Please reconsider her admissions status.



On Friday, March 2, 2018, 8:15:36 PM CST, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you

might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:26:45 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your son to contact the College of Engineering's student academic affairs office for assistance in navigating toward this objective. The primary point of contact in that office is Associate Dean [Jonathan Makela](#), and the secondary point of contact is Senior Assistant Dean [Umberto Ravaioli](#). Either can be reached by phone at 217-333-2280.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your son's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 11:48 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <juparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Dear Vice Chancellor,

I appreciate the apologies and the status update, but this is extremely frustrating. When I think about the tuition we are paying combined with our taxes as an Illinois resident, I am outraged. My son chose University of Illinois based on the school's ranking among Aerospace Engineering programs and the assumption that full-fledged Professors would be teaching 300-level classes.

I understand the rights of the GEO to strike and collective bargaining as my daughter is a Graduate Assistant at The University of Wisconsin-Madison (the program she is in could not be funded at U of I, so she chose Wisconsin), but U of I has to better manage this as educational integrity is at stake.

I hope my son's experience will not be compromised - and I hope we do not have regrets about choosing the University of Illinois Champaign-Urbana.

Sincerely,

[REDACTED]

On Mar 2, 2018, at 7:51 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <juparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with

your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:39:44 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your son to contact their his academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your son's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 9:50 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

This is all well and good, but I'm spending a lot of money so my son can get a quality education. So what happens for those classes affected by the strike? Are classes going to be made up? Am I getting a tuition refund for those classes that have been cancelled? I'm certain that if I was late paying the tuition my son would not be attending classes. This begs the question is the university relating too much on these Grad students? Aren't the professors supposed to be teaching these classes to begin with?

Sincerely,

[REDACTED]
Sent from my iPhone

On Mar 2, 2018, at 8:07 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Subject: Illinois Chancellor; Illinois Provost
RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:46:23 AM

Dear [REDACTED]

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. I think I may have sent a response to someone else in your family earlier this morning, but just in case, I wanted to be sure you had the same information. I apologize if it is duplicative.

Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your daughter to contact her home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there is the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Saturday, March 03, 2018 7:00 AM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Sir

Thank you for update

We pay a lot of money for our daughters education Please resolve this issue so she can resume her classes

Concerned parent

[REDACTED]

Sent from my iPhone

On Mar 2, 2018, at 7:55 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Subject: Illinois Chancellor; Illinois Provost
Date: RE: Update on the GEO strike
Monday, March 05, 2018 10:49:54 AM

Dear [REDACTED]

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 10:15 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

With the money everybody pays for higher education, get this fixed and stop canceling classes Not acceptable!

On Mar 2, 2018, at 7:57 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor, Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 10:51:35 AM

Dear [REDACTED]

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your daughter to contact her home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 9:42 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Office of vice chancellor,

There have been numerous classes that have been cancelled for my daughter and many other academic disruptions

Will the university provide a tuition credit for cancelled classes, etc?

Please let me know

Thank you

On Mar 2, 2018, at 7:57 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Martensen, Kathy](#)
To: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:00:28 AM
Attachments: [image001.png](#)

Another to which I'm not responding, forwarding so you have for your records.

Kathy

From: Illini Union Parent and Family Programs
Sent: Monday, March 5, 2018 10:04 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: FW: Update on the GEO strike

Parent and Family Programs
Illini Union
1401 West Green Street
Urbana, IL 61801
217.300.0354
<http://union.illinois.edu/pfpo>



Confidentiality Notice: This message and any attached files are intended for the exclusive use of the individual or entity to whom it is addressed and may contain information that is proprietary, privileged, confidential and/or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. Please notify the sender, by electronic mail or telephone, of any unintended recipients and immediately delete the original message and any attachments without making any copies.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:15 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Mr. Cangellaris:

As a parent of a University of Illinois student, and as a University of Illinois alumnus, let me respond to this little note of affected concern with utter outrage, that you and your fellow administrators are compromising the education of our children in order to make it possible for you to subtract from the miserably small stipends of graduate students (often no more than \$9000/yr--hardly a living wage) the cost of their tuition (considerably more than \$9,000, alas).

You should be ashamed to claim any eagerness to return to "the bargaining table"--untruths, vile whatever their origin, all the viler when boldly uttered by leaders of institutions that are our appointed the guardians of truth.

Shame on you, sir.

[REDACTED]

On Fri, Mar 2, 2018 at 8:55 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangelaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will

resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:27:40 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your undergraduate student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:14 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

What is the University's plan to refund the lost value of my students education this semester due to your inability to effectively manage the the schools resources? I look forward to your response Thank-you

Sent from my iPhone

On Mar 2, 2018, at 7:48 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

[REDACTED]

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

[REDACTED]



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:30:18 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your undergraduate student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:11 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

From a parent paying over \$30,000 a year for her to go to school here, this is completely unacceptable. How will the students who are the ones impacted by this strike be compensated for this impact?



Get [Outlook for Android](#)

From: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris

[<iuparentfamilyprograms@illinois.edu>](mailto:iuparentfamilyprograms@illinois.edu)

Sent: Saturday, March 3, 2018 9:49:23 AM

To: 

Subject: Update on the GEO strike

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been

eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:31:59 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your undergraduate student to contact their home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your student's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:01 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

Most of child's classes were cancelled How are they going to make up this deficit?

"the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes "

No, you are responsible don't blow up off to some "department" It is the responsibility of the university

This message appears to be passing the buck!

It has been a whole week of class disruption/cancellation and you telling us to take it up with the dept SMH ♀

Sent from my iPhone

On Mar 2, 2018, at 7:48 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

2

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your

education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:33:36 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Regarding your question about tuition, with the situation being fluid, there are simply too many unknowns at this particular juncture regarding how we would handle any type of refunds. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your students to contact their home academic unit's student academic affairs office(s) for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your students' education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 8:00 PM
To: iuparentfamilyprograms@illinois.edu
Subject: RE: Update on the GEO strike

When will refund credits for lost classes appear on the student account?

From: "Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris"

<iuparentfamilyprograms@illinois.edu>

Sent: Mar 2, 2018 7:50 PM

To: [REDACTED]

Subject: Update on the GEO strike

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Subject: Illinois Chancellor; Illinois Provost
RE: Update on the GEO strike
Date: Monday, March 05, 2018 11:35:07 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your daughter to contact her home academic unit's student academic affairs office(s) for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Friday, March 02, 2018 7:56 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <uparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

You need to stop this My daughter has had half her classes canceled this week Put an end to this please!!!

Sent from my iPhone

On Mar 2, 2018, at 7:53 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 1:03:39 PM

[REDACTED]

Below is a chart with the numbers through Friday. This data is compiled by Human Resources daily based on reports from the units. I've included the percentage of the overall daily load here for context. Hopefully this is helpful.

Best,

Kathy

Date	Striking grads	Moved classes	Cancelled classes	Total classes offered	Percentage of classes
Monday (2/26)	67	68	38	2,541	1.5
Tuesday (2/27)	102	81	128	2,880	4.4
Wednesday (2/28)	145	81	92	2,870	3.2
Thursday (3/1)	173	4	139	2,837	4.9
Friday (3/2)	86	9	69	1,936	3.6

From: [REDACTED]
Sent: Monday, March 5, 2018 11:55 AM
To: Martensen, Kathy <kmartens@illinois.edu>
Subject: Re: Update on the GEO strike

How many classes have been cancelled as a result of the strike?

On Mon, Mar 5, 2018 at 10:54 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Good morning,

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Regarding your question about tuition, with the situation being fluid, there are simply too many unknowns at this particular juncture regarding how we would handle any type of refunds. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your students to contact their home academic unit's student academic affairs office(s) for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your students' education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304

[601 East John Street](#)

[Champaign, IL 61820](#)

Phone: [217-333-6677](tel:217-333-6677)

Fax: [217-244-5639](tel:217-244-5639)

Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure

From: [REDACTED]

Sent: Friday, March 02, 2018 9:19 PM

To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <iuparentfamilyprograms@illinois.edu>

Subject: Re: Update on the GEO strike

Will I get a rebate or discount as my children's education is not what I was promised I expect a discount

Sent from my iPhone

On Mar 2, 2018, at 8:02 PM, Vice Chancellor for Academic Affairs and Provost Andreas C Cangellaris <iuparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

?

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost

?

[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

?

From: [Martensen, Kathy](#)
To: [REDACTED]
Cc: [Illinois Chancellor](#); [Illinois Provost](#); [Gardiner, Sarah Anne](#); [Turner, Daniel J](#)
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 1:11:13 PM

Thanks, [REDACTED]. You are certainly right about the impact on the undergraduate students. Please keep me posted as to how your daughter is doing, and certainly feel free to reach out if there's anything other information I can provide that might be helpful.

Best,

Kathy

From: [REDACTED]
Sent: Monday, March 5, 2018 12:41 PM
To: Martensen, Kathy <kmartens@illinois.edu>
Cc: Illinois Chancellor <chancellor@illinois.edu>; Illinois Provost <provost@illinois.edu>; Gardiner, Sarah Anne <sarahg1@illinois.edu>; Turner, Daniel J <djturner@illinois.edu>
Subject: Re: Update on the GEO strike

Kathy -

Thank you for your prompt response. While we appreciate that the graduate students and teachers' assistants are important, however, we would have liked to have seen more focus on preparation and contingency for the undergraduate students - the ones who are primarily impacted academically the most by these events.

We know what has happened to this point, are willing to see what transpires and wish for an extremely speedy resolution. We admit we are wary going forward and fear that perhaps the damage has been done, so to speak. It is already mid-terms time, and once spring break is over, there is approximately one month to not only catch up on what's been lost, but also master new material. We will be curious to see what the impact will be on students, but particularly (admittedly selfishly), to our daughter.

We have asked our daughter to reach out to those whom you've suggested; perhaps this will be of benefit to her. We hope she can still achieve what she set out to do at the University.

Thank you again.

[REDACTED]

On Mon, Mar 5, 2018 at 11:25 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Dear [REDACTED]

Thank you for your message about the impact of the strike by some teaching assistants and graduate assistants on our campus is having on your daughter. Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Our primary objective remains to protect undergraduate students by

minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. I'm troubled to hear that doesn't sound reflective of your daughter's experience.

Please encourage your daughter to reach out to [Sarah Gardiner](#) and/or [Dan Turner](#) in the Division of General Studies for help navigating this situation. I've copied both of them here so they will be expecting to hear from her and ready to provide as much information and support as they can. Either can be reached via phone at 217-333-4710.

In the meantime, posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. That is a responsibility we take very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304

[601 East John Street](#)

[Champaign, IL 61820](#)

Phone: 217-333-6677

Fax: 217-244-5639

Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Monday, March 05, 2018 10:57 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Fwd: Update on the GEO strike

Our daughter is in her first year as a PREP student at the University of Illinois. She has had every one of her classes/labs/lectures cancelled (with the exception of two lectures) for over a week. Even when these lectures were held, the strikers outside were chanting so loudly that the students couldn't focus on what the professor was saying. When she tried to get into her lecture hall, although she was not denied access, she felt threatened to "cross the line" to get in.

Last year when our daughter was a senior deciding on universities, she had many choices. We encouraged her to look at the best fit for her personally and academically. U of I has an excellent reputation in what she wanted to major in, computer science. We are a family of Illini alum: myself, my brothers, my sister, my sister-in-law, and my father-in-law all attended and graduated from U of I. We were excited when she ultimately decided to attend.

PREP students who wish to transfer into computer science, or any of the other majors within Engineering, for that matter, have a rough first year. They must meet rigorous academic standards; almost herculean. They must take certain courses to qualify for transfer, most of which my daughter has been shut out of because she's not "truly" a computer science major yet, however, they are required to take to transfer in; creating a catch-22 scenario.

Our daughter studies as she can. She meets with friends to try and glean what she can. She studies the material, but it's difficult when it's not being taught by TA's OR professors. She can ask questions during professors' office hours, but they tend to be filled and she doesn't know what to ask when she's there because she hasn't been taught the material to begin with. This is SUCH a critical time in her education, being a freshman and desiring to transfer out of PREP/DGS. At this point she is frightened. It is not her fault that any of this has happened and she is exceedingly fearful of her future and ability to transfer into her desired major at all.

Strikes happen. We wish for the process to sort out itself. We're not on either side of this debate, quite honestly. HOWEVER, the students (especially freshmen) are bearing the brunt of this. We are extremely disappointed there appears to have been no contingency plans set in place for this situation, even though it has been developing for over a year now.

What resources are these students going to receive? So far what's been offered is insufficient. What about grading? How will this all affect her future opportunity for transfer? What about the education we have paid for but not received in return?

One could argue that as her parents we should leave her alone to fight this; she's an adult. But

WE are the ones who encouraged her to attend U of I. WE are the ones who pay her bills. WE are the ones her believe in her abilities. At this point, It feels as if U of I does not.

----- Forwarded message -----

From: **Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris**

<iuparentfamilyprograms@illinois.edu>

Date: Fri, Mar 2, 2018 at 8:04 PM

Subject: Update on the GEO strike

To [REDACTED]

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have

been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: Martensen, Kathy
To: [REDACTED]
Subject: Illinois Chancellor; Illinois Provost; Illini Union Parent and Family Programs
RE: Update on the GEO strike
Date: Monday, March 05, 2018 2:37:29 PM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your son to contact his home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, there's the resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Thank you for entrusting your son's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Monday, March 05, 2018 1:59 PM
To: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <juparentfamilyprograms@illinois.edu>
Subject: Re: Update on the GEO strike

I am concerned regarding the English class my son is enrolled in which has not been meeting. He states there has been no communication regarding make-up arrangements. How will these missed classes affect his scholarships or graduation plan? Will this potentially extend his college time by having to retake this class? Thereby increasing his cost?

[REDACTED]
Sent from my iPhone

On Mar 2, 2018, at 8:02 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris <juparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris

Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)

From: Martensen, Kathy
To: [REDACTED]
Cc: Illinois Chancellor; Illinois Provost
Subject: RE: Update on the GEO strike
Date: Monday, March 05, 2018 9:44:52 AM

Dear [REDACTED],

Thank you for your message about the strike by some teaching assistants and graduate assistants on our campus. Regarding your question about tuition, with the situation being fluid, there are simply too many unknowns at this particular juncture regarding how we would handle any type of refunds.

Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. If you have not already done so, please encourage your daughter to contact her home academic unit's student academic affairs office for assistance in navigating toward this objective. If I can be of assistance in providing a specific office's name and/or contact information, please feel free to email me back. In addition, I do have some information about a couple of the courses you've mentioned in your email that might be helpful, although it is certainly possible that the departments have more specific and/or updated information, so it is definitely still worthwhile to connect via your daughter's home college.

- LING 100 – primary point of contact is the course coordinator, [Ryan Shosted](#); please copy the department head, [James Yoon](#), on correspondence with Ryan.
- PHYS 211 – last week, lectures were held as usual with reports of high attendance; discussion sections were held as self-learning environments where students could work on problems in groups under the supervision of a TA. Most sections did not have quizzes, due dates for online homework were delayed, and help was and is provided in the Physics Interaction Room, which is staffed by faculty and the TAs who did elect to teach. Labs were delayed, which the course is structured to allow the flexibility for that since there are not labs every week. There were not exams scheduled last week. This week, lectures will continue to be held, discussion sections will restore homework deadlines and give take-home, electronically-distributed quizzes to stimulate the students to work on problems. The Physics Interaction Room will continue to operate. Most labs can technically be delayed for one more week, but some might operate in a self-learning style with available help from faculty and lab staff. There are no exams scheduled this week either.

I don't directly have information at the ready on the CS or MACS courses, but again, I'm happy to help your daughter find this out and work with her college office and/or academic advisor to apprise them of particular challenges she is facing.

Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. We take that responsibility very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen
Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs
207 Swanlund Administration Building, MC-304
601 East John Street
Champaign, IL 61820
Phone: 217-333-6677
Fax: 217-244-5639
Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Sunday, March 04, 2018 7:36 PM
To: Illinois Provost <provost@illinois.edu>
Subject: Re: Update on the GEO strike

Dear Mr. Cangelaris and Provost Office,

How will you be reimbursing us for classes not being taught due to the strike?

My daughter has not had Linguistics 100 all of last week and they cannot find a replacement instructor

How will she be continuing Physics 211 without labs? Last week's labs and discussions were cancelled

Both of her discussion sections for CS 126 and 173 were cancelled last week. These are difficult subjects to learn and discussion sections are necessary

Her MACS 100 class is being taught via recorded video and, as with all her other classes, the discussion section was cancelled

We are paying for these hours of instruction

My husband and I are regretting encouraging our daughter to attend your school. If she had accepted her offer to University of Michigan or Purdue University she would be continuing her education uninterrupted

It is impossible to have "patience during the duration of this strike" when we are paying such a large amount of money and encountering such a large disruption in classes. Pay the TAs what they deserve for their obviously large contribution to the school and resolve the strike ASAP.

Sincerely,
[REDACTED]

On Mar 2, 2018, at 7:49 PM, Vice Chancellor for Academic Affairs and Provost Andreas C. Cangelaris <uparentfamilyprograms@illinois.edu> wrote:

[Click here to see this online](#)

Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [REDACTED]
To: [Martensen, Kathy](#)
Cc: [Illinois Chancellor](#); [Illinois Provost](#); [Gardiner, Sarah Anne](#); [Turner, Daniel J](#)
Subject: Re: Update on the GEO strike
Date: Monday, March 05, 2018 12:40:50 PM

Kathy -

Thank you for your prompt response. While we appreciate that the graduate students and teachers' assistants are important, however, we would have liked to have seen more focus on preparation and contingency for the undergraduate students - the ones who are primarily impacted academically the most by these events.

We know what has happened to this point, are willing to see what transpires and wish for an extremely speedy resolution. We admit we are wary going forward and fear that perhaps the damage has been done, so to speak. It is already mid-terms time, and once spring break is over, there is approximately one month to not only catch up on what's been lost, but also master new material. We will be curious to see what the impact will be on students, but particularly (admittedly selfishly), to our daughter.

We have asked our daughter to reach out to those whom you've suggested; perhaps this will be of benefit to her. We hope she can still achieve what she set out to do at the University.

Thank you again.

[REDACTED]

On Mon, Mar 5, 2018 at 11:25 AM, Martensen, Kathy <kmartens@illinois.edu> wrote:

Dear [REDACTED],

Thank you for your message about the impact of the strike by some teaching assistants and graduate assistants on our campus is having on your daughter. Even with a strike, students and parents who have paid tuition in order to receive a quality education have reason to expect that the objectives of courses are fulfilled. If there are interruptions, make-up arrangements must be implemented to ensure that the instructional objectives are delivered as promised. Our primary objective remains to protect undergraduate students by minimizing the disruption of instruction, meeting course objectives, and ensuring timely grading. I'm troubled to hear that doesn't sound reflective of your daughter's experience.

Please encourage your daughter to reach out to [Sarah Gardiner](#) and/or [Dan Turner](#) in the Division of General Studies for help navigating this situation. I've copied both of them here so they will be expecting to hear from her and ready to provide as much information and support as they can. Either can be reached via phone at 217-333-4710.

In the meantime, posts on the status as well as a list of frequently asked questions regarding the impacts of a strike are being made as frequently as possible at <http://go.illinois.edu/geonegotiations>. Additionally, we've created a resource and FAQ site for students and

parents, that's available at <http://provost.illinois.edu/>.

Our graduate students are absolutely essential to every aspect of this university. We work very hard to recruit the most talented students into our programs here and to provide the support to ensure they have the outstanding educational experiences that will be foundational to their careers. We value the significant contributions made by the teaching assistants and graduate assistants to our academic mission, and we are committed to reaching a collective bargaining agreement that is fair and beneficial for all involved.

Thank you for entrusting your daughter's education to us. That is a responsibility we take very seriously.

Best wishes,

Kathy Martensen

Kathryn A. Martensen

Assistant Provost for Educational Programs Office of the Provost and Vice Chancellor for Academic Affairs

207 Swanlund Administration Building, MC-304

[601 East John Street](#)

[Champaign, IL 61820](#)

Phone: 217-333-6677

Fax: 217-244-5639

Email: kmartens@illinois.edu

CONFIDENTIALITY NOTICE: Under the Illinois Freedom of Information Act (FOIA), any written communication to or from university employees regarding university business is a public record and may be subject to public disclosure.

From: [REDACTED]
Sent: Monday, March 05, 2018 10:57 AM
To: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: Fwd: Update on the GEO strike

Our daughter is in her first year as a [REDACTED] student at the University of Illinois. She has had every one of her classes/labs/lectures cancelled (with the exception of two lectures) for over a week. Even when these lectures were held, the strikers outside were chanting so loudly that the students couldn't focus on what the professor was saying. When she tried to get into her lecture hall, although she was not denied access, she felt threatened to "cross the line" to get in.

Last year when our daughter was a senior deciding on universities, she had many choices. We encouraged her to look at the best fit for her personally and academically. U of I has an excellent reputation in what she wanted to major in, computer science. We are a family of Illini alum: myself, my brothers, my sister, my sister-in-law, and my father-in-law all attended and graduated from U of I. We were excited when she ultimately decided to attend.

[REDACTED] students who wish to transfer into computer science, or any of the other majors within Engineering, for that matter, have a rough first year. They must meet rigorous academic standards; almost herculean. They must take certain courses to qualify for transfer, most of which my daughter has been shut out of because she's not "truly" a computer science major yet, however, they are required to take to transfer in; creating a catch-22 scenario.

Our daughter studies as she can. She meets with friends to try and glean what she can. She studies the material, but it's difficult when it's not being taught by TA's OR professors. She can ask questions during professors' office hours, but they tend to be filled and she doesn't know what to ask when she's there because she hasn't been taught the material to begin with. This is SUCH a critical time in her education, being a freshman and desiring to transfer out of [REDACTED]. At this point she is frightened. It is not her fault that any of this has happened and she is exceedingly fearful of her future and ability to transfer into her desired major at all.

Strikes happen. We wish for the process to sort out itself. We're not on either side of this debate, quite honestly. HOWEVER, the students (especially freshmen) are bearing the brunt of this. We are extremely disappointed there appears to have been no contingency plans set in place for this situation, even though it has been developing for over a year now.

What resources are these students going to receive? So far what's been offered is insufficient. What about grading? How will this all affect her future opportunity for transfer? What about the education we have paid for but not received in return?

One could argue that as her parents we should leave her alone to fight this; she's an adult. But WE are the ones who encouraged her to attend U of I. WE are the ones who pay her bills. WE are the ones her believe in her abilities. At this point, It feels as if U of I does not.

[REDACTED]

----- Forwarded message -----

From: Vice Chancellor for Academic Affairs and Provost Andreas C. Cangellaris
<iuparentfamilyprograms@illinois.edu>
Date: Fri, Mar 2, 2018 at 8:04 PM
Subject: Update on the GEO strike

To: [REDACTED]

[Click here to see this online](#)



Dear Students,

The Graduate Employees Organization (GEO) strike, which began on Monday, February 26, and continued throughout the last week, has resulted in a number of class cancellations and relocations. I offer an apology to all of you for disruption to your academic experience during the past days. We have been working with our departments to ensure that they put steps in place so the educational objectives of your courses are met.

We look forward to getting back to the bargaining table, but we must prepare in case strike activities resume Monday morning. If there are cancellations, relocations, or rescheduling of any of your classes, the department offering that course is responsible for coordinating make-up arrangements and keeping you informed of any changes.

My office has added a new resource to help answer specific questions you might have about the strike and its impact on your education, which can be found [here](#). These pages include answers to some of your most frequently asked questions. This is a public resource, and I encourage you to share this link with your parents or others who may also have questions.

Once again in the coming week, there may be GEO members or supporters protesting or picketing outside campus buildings. This is legal as long as it is peaceful and does not create a disturbance or block entrances or exits. As a student, you have every right to attend your classes. Picketers have the right to talk to you as you enter or leave, but they cannot interfere with your passage. If you have any concerns or experience any difficulties please contact the department that offers the affected class or call the University of Illinois Police Department (333.1216).

I thank you for your patience during the duration of this strike. We have been eager to return to the bargaining table with GEO to resolve our differences and reach a final and fair agreement. I am hopeful that we will resume those negotiations soon and end this period of disruption to the Illinois experience you expect to have.

Sincerely,

Andreas C. Cangellaris
Vice Chancellor for Academic Affairs and Provost



[To Unsubscribe from Emails for Illinois Parents and Families Click Here](#)



From: [Kempthues, Debbie A](#)
To: [Kaler, Robin Neal](#); [Bernhard, William T](#)
Cc: [Cangellaris, Andreas C](#)
Subject: RE: Updated university information regarding potential GEO strike
Date: Monday, March 05, 2018 9:15:02 AM

Not sure if Andreas forwarded this one for a response [REDACTED]
[REDACTED]

From: Sanders, Kirk
Sent: Monday, March 05, 2018 6:58 AM
To: Illinois Provost <provost@illinois.edu>
Cc: Cangellaris, Andreas C <cangella@illinois.edu>
Subject: RE: Updated university information regarding potential GEO strike
Dear Provost Cangellaris,

I'm re-sending my message below, since your massmails on the subject have not addressed the specific questions I posed therein.

Best,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Sanders, Kirk
Sent: Wednesday, February 28, 2018 11:45 AM
To: Illinois Provost
Cc: Cangellaris, Andreas C
Subject: RE: Updated university information regarding potential GEO strike

Dear Provost Cangellaris,

Thank you very much for your email and the update on negotiations with the GEO. I wonder, however, whether you might be able to clarify something for me (or direct me to someone who could offer the necessary clarification) re: the university's position on tuition waivers in particular. According to your email, the latest proposal from the administration with respect to the relevant "side letter" states in part:

All doctor of philosophy (Ph.D.) degree programs will continue to grant tuition waivers. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, ...

On its face, this revised language does not seem to guarantee that Ph.D. programs will continue to grant full-tuition waivers to all students employed as TAs or GAs, present as well as future.

It does, of course, guarantee support at current (or initial) levels for anyone who receives a tuition waiver now (or who will do so in the future), and it even guarantees that tuition waivers in one form or another will remain a feature of Ph.D. programs at the university. But especially when coupled with language in the preceding paragraphs (e.g., "the University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program ... *even if modifications in that program should occur*" and "*if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver*, the University will not modify the full tuition waiver offered to the existing students within that program"), the revised language also seems perfectly compatible with a scenario whereby Ph.D. programs would in the future provide full – or perhaps even just partial/base-rate? – tuition waivers only to some proper subset of future students employed as TAs. [*Addendum 3/5: Or to provide only base-rate tuition waivers instead of full tuition waivers.*]

Is my understanding correct, or have I missed something? If it is correct, I confess that it's hard for me to see how this new revised language really differs in a sufficiently meaningful way from previous proposals, at least in terms of its practical implications.

Thanks in advance for any information/clarification you can provide.

Sincerely,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Illinois Provost

Sent: Sunday, February 25, 2018 7:04 PM

Subject: Updated university information regarding potential GEO strike

Dear Colleagues,

I write to update you on the status of negotiations with the Graduate Employees Organization. As you know, the GEO has prioritized protection of tuition waivers and increasing financial support for wages and health care. I sent the letter below directly to graduate employees represented by the GEO, so they can see directly what we are offering.

I will be reaching out to all faculty, staff and students to provide them with the latest information.

Strike FAQs and information about the items being addressed through the bargaining process can be found at: <http://go.illinois.edu/geonegotiations>.

Please contact Labor & Employee Relations, specifically Heather Horn or Leslie Arvan at 217/333-3105, email strikequestions@illinois.edu, or my office with questions or to seek assistance in managing the strike.

We will continue to negotiate and work together with the GEO during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure that Illinois is an attractive and competitive choice for an advanced degree to the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris

Vice Chancellor for Academic Affairs and Provost

MESSAGE TO GRADUATE EMPLOYEES REPRESENTED BY GEO:

Dear Members of the Graduate Employees' Organization Bargaining Unit,

The University and the Graduate Employees' Organization (GEO) held a five-hour session with the federal mediator in an effort to reach a new agreement and avert a strike. The University was willing to continue negotiations through that night, but the GEO has indicated that it will proceed with plans for strike on Monday.

We have been negotiating in good faith throughout this process and have made significant progress so far, reaching tentative agreements in 12 of the originally identified bargaining areas. And our proposals on the remaining issues have demonstrated significant movement responsive to the GEO's concerns.

- The current proposal explicitly guarantees tuition waivers to bargaining unit members, offers clear protections of the value of those waivers throughout a student's academic career here and was adjusted to remove language about eligibility that the GEO said was cause for concern.
- The current proposal offers a 10% increase in the minimum wage over the life of the agreement and a 3% increase in the first year for reappointed students with raises commensurate with the rest of campus in the remaining years.
- The current proposal offer would raise the university's contribution to the student health insurance fee for represented employees from 80% to 87%.

We are committed to continuing to bargain to reach an agreement that is fair and beneficial for all involved as soon as possible.

As I said in my earlier message to you, we greatly value your significant contributions to the academic and educational missions of this university.

So that you may remain informed, here is the updated side letter language submitted by the University at today's session, The new language provided revised language in response to the GEO's concern about the word "eligible."

The University has reserved, as part of its management rights, the right to determine and modify the graduate program tuition waiver designations. Each program, therefore, will be permitted to exercise the rights and authority associated with its designation relating to tuition waivers, regardless of whether that right or authority has been previously exercised.

The University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program as long as they remain in that program, are in good academic standing, and are making proper progress toward graduation in that program even if modifications in that program should occur. Accordingly, if the University determines that program needs have changed and elects to modify the designation or suspend future enrollment in a program, **the existing students within that program will nevertheless continue to be governed by the waiver policy in effect at the time of their first enrollment**

in the program as long as they remain in that program, they hold a tuition waiver generating assistantship, maintain good academic standing and continue to make appropriate progress towards their degree.

Similarly, if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver, the University will not modify the full tuition waiver offered to the existing students within that program who hold a tuition waiver generating assistantship throughout the time that they remain in that program, provided that they maintain good academic standing and continue to make appropriate progress towards their degree.

All doctor of philosophy (Ph.D.) degree programs **will continue to grant tuition waivers**. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, (2) remain enrolled in that same program, (3) continue to satisfactorily perform the duties of their assistantships, (4) maintain good academic standing, and (5) continue to make appropriate progress towards obtaining their degree. The funding provided during that time period may take a variety of forms within the discretion of the University, including tuition-waiver generating graduate assistantships, teaching assistantships, research assistantships, pre-professional assistantships, and fellowships.

We will continue to negotiate and work together with your labor representative, the GEO, during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris
Vice Chancellor for Academic Affairs and Provost

From: [Sanders, Kirk](#)
To: [Illinois Provost](#)
Cc: [Cangellaris, Andreas C](#)
Subject: RE: Updated university information regarding potential GEO strike
Date: Monday, March 05, 2018 6:58:09 AM

Dear Provost Cangellaris,

I'm re-sending my message below, since your massmails on the subject have not addressed the specific questions I posed therein.

Best,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Sanders, Kirk
Sent: Wednesday, February 28, 2018 11:45 AM
To: Illinois Provost
Cc: Cangellaris, Andreas C
Subject: RE: Updated university information regarding potential GEO strike

Dear Provost Cangellaris,

Thank you very much for your email and the update on negotiations with the GEO. I wonder, however, whether you might be able to clarify something for me (or direct me to someone who could offer the necessary clarification) re: the university's position on tuition waivers in particular. According to your email, the latest proposal from the administration with respect to the relevant "side letter" states in part:

All doctor of philosophy (Ph.D.) degree programs will continue to grant tuition waivers. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, ...

On its face, this revised language does not seem to guarantee that Ph.D. programs will continue to grant full-tuition waivers to all students employed as TAs or GAs, present as well as future.

It does, of course, guarantee support at current (or initial) levels for anyone who receives a tuition waiver now (or who will do so in the future), and it even guarantees that tuition waivers in one form or another will remain a feature of Ph.D. programs at the university. But

especially when coupled with language in the preceding paragraphs (e.g., "the University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program ... *even if modifications in that program should occur*" and "*if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver*, the University will not modify the full tuition waiver offered to the existing students within that program"), the revised language also seems perfectly compatible with a scenario whereby Ph.D. programs would in the future provide full – or perhaps even just partial/base-rate? – tuition waivers only to some proper subset of future students employed as TAs. [*Addendum 3/5: Or to provide only base-rate tuition waivers instead of full tuition waivers.*]

Is my understanding correct, or have I missed something? If it is correct, I confess that it's hard for me to see how this new revised language really differs in a sufficiently meaningful way from previous proposals, at least in terms of its practical implications.

Thanks in advance for any information/clarification you can provide.

Sincerely,
Kirk S.

Kirk R. Sanders

Associate Professor and Head, Department of Philosophy
<http://www.philosophy.illinois.edu/>

Associate Professor, Department of the Classics
<http://www.classics.illinois.edu/>

University of Illinois at Urbana-Champaign

From: Illinois Provost
Sent: Sunday, February 25, 2018 7:04 PM
Subject: Updated university information regarding potential GEO strike

Dear Colleagues,

I write to update you on the status of negotiations with the Graduate Employees Organization. As you know, the GEO has prioritized protection of tuition waivers and increasing financial support for wages and health care. I sent the letter below directly to graduate employees represented by the GEO, so they can see directly what we are offering.

I will be reaching out to all faculty, staff and students to provide them with the latest information.

Strike FAQs and information about the items being addressed through the bargaining process can be found at: <http://go.illinois.edu/geonegotiations>.

Please contact Labor & Employee Relations, specifically Heather Horn or Leslie Arvan at 217/333-3105, email strikequestions@illinois.edu, or my office with questions or to seek assistance in managing the strike.

We will continue to negotiate and work together with the GEO during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure that Illinois is an attractive and competitive choice for an advanced

degree to the most talented, hard-working and brightest graduate students in the world.
I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris

Vice Chancellor for Academic Affairs and Provost

MESSAGE TO GRADUATE EMPLOYEES REPRESENTED BY GEO:

Dear Members of the Graduate Employees' Organization Bargaining Unit,

The University and the Graduate Employees' Organization (GEO) held a five-hour session with the federal mediator in an effort to reach a new agreement and avert a strike. The University was willing to continue negotiations through that night, but the GEO has indicated that it will proceed with plans for strike on Monday.

We have been negotiating in good faith throughout this process and have made significant progress so far, reaching tentative agreements in 12 of the originally identified bargaining areas. And our proposals on the remaining issues have demonstrated significant movement responsive to the GEO's concerns.

- The current proposal explicitly guarantees tuition waivers to bargaining unit members, offers clear protections of the value of those waivers throughout a student's academic career here and was adjusted to remove language about eligibility that the GEO said was cause for concern.
- The current proposal offers a 10% increase in the minimum wage over the life of the agreement and a 3% increase in the first year for reappointed students with raises commensurate with the rest of campus in the remaining years.
- The current proposal offer would raise the university's contribution to the student health insurance fee for represented employees from 80% to 87%.

We are committed to continuing to bargain to reach an agreement that is fair and beneficial for all involved as soon as possible.

As I said in my earlier message to you, we greatly value your significant contributions to the academic and educational missions of this university.

So that you may remain informed, here is the updated side letter language submitted by the University at today's session, The new language provided revised language in response to the GEO's concern about the word "eligible."

The University has reserved, as part of its management rights, the right to determine and modify the graduate program tuition waiver designations. Each program, therefore, will be permitted to exercise the rights and authority associated with its designation relating to tuition waivers, regardless of whether that right or authority has been previously exercised.

The University agrees that current students are governed by the waiver policy in effect at the time of first enrollment in the program as long as they remain in that program, are in good academic standing, and are making proper progress toward graduation in that program even if modifications in that program should occur. Accordingly, if the University determines that program needs have changed and elects to modify the designation or suspend future enrollment in a program, **the existing students within that program will nevertheless continue to be governed by the waiver policy in effect at the time of their first enrollment in the program** as long as they remain in that program, they hold a tuition waiver generating assistantship, maintain good academic standing and continue to make appropriate progress towards their degree.

Similarly, if the University decides to modify the tuition waiver given to incoming students within a graduate program from a full waiver to a base-rate waiver, the University will not modify the full tuition waiver offered to the existing students within that program who

hold a tuition waiver generating assistantship throughout the time that they remain in that program, provided that they maintain good academic standing and continue to make appropriate progress towards their degree.

All doctor of philosophy (Ph.D.) degree programs **will continue to grant tuition waivers**. The University will guarantee funding to those students enrolled in a Ph.D. graduate program for a period of five (5) academic years provided that they (1) held a University provided tuition-waiver generating assistantship or fellowship throughout the first year (of the five year period) of their enrollment in that program, (2) remain enrolled in that same program, (3) continue to satisfactorily perform the duties of their assistantships, (4) maintain good academic standing, and (5) continue to make appropriate progress towards obtaining their degree. The funding provided during that time period may take a variety of forms within the discretion of the University, including tuition-waiver generating graduate assistantships, teaching assistantships, research assistantships, pre-professional assistantships, and fellowships.

We will continue to negotiate and work together with your labor representative, the GEO, during this strike. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

I remain optimistic that we are going to reach an agreement that does just that.

Best regards,

Andreas Cangelaris
Vice Chancellor for Academic Affairs and Provost

From: [Cangellaris, Andreas C](#)
To: [Kirkpatrick, Kay L](#)
Subject: Strike resolution
Date: Tuesday, March 06, 2018 12:09:35 PM

Dear Professor Kirkpatrick,

Thank you for reaching out to share your thoughts and suggestions on the ongoing negotiations between the Graduate Employees' Organization and the University over a new collective bargaining agreement.

We had a bargaining session on Sunday and there's another session scheduled for tomorrow. We look forward to continuing the conversation on how to reach an agreement that is fair to everyone and ensures that we remain an institution that will continue to attract the best and most talented new graduate students.

Success in our academic mission is simply not possible without our teaching assistants and our graduate assistants. The significant contributions by our graduate students to the academic and educational missions of this university are recognized and valued by all of our faculty and leadership and we remain committed to bargaining in good faith and reaching an agreement that is fair and beneficial for all involved.

We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

Sincerely,
Andreas

From: [REDACTED] **Behalf Of** Kirkpatrick, Kay L

Sent: Sunday, March 04, 2018 6:46 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: Strike resolution

Dear Provost Cangellaris,

I am a Professor in the Departments of Mathematics and Physics, and I urge you to come up with better, clearer language for the contracts.

How can we continue to recruit talented future graduate students if the nature of their support is unclear? How can we build and sustain a graduate program if such fundamental aspects as tuition waivers are to be controlled centrally?

I support the GEO in this matter. Would you please go back to the negotiating table?--specifically with a transparent and generous proposal on tuition waivers, salaries, and benefits for graduate students.

Sincerely yours,
Kay Kirkpatrick

--

Kay Kirkpatrick
Blackwell Scholar and Associate Professor of Mathematics and Physics
University of Illinois at Urbana-Champaign
<http://www.math.uiuc.edu/~kkirkpat/>

From: [Cangellaris, Andreas C](#)
To: [Cooper, David](#)
Subject: Time to negotiate!
Date: Tuesday, March 06, 2018 12:10:19 PM

Dear Professor Cooper,

Thank you for reaching out to share your thoughts and suggestions on the ongoing negotiations between the Graduate Employees' Organization and the University over a new collective bargaining agreement.

I know this past week has been very stressful for colleagues and students around campus. I sincerely apologize for this, and I am committed to continue to negotiate in good faith, and I look forward to the next bargaining session, scheduled for tomorrow. We have made significant progress toward a final agreement and our goals are not separate or different here. We want to ensure Illinois' sustainable excellence in graduate education and research by remaining competitive in attracting the most talented, hard-working and brightest graduate students in the world.

The anxiety about our commitment to tuition waivers has been unfortunate. Tuition waivers for graduate education are foundational to our mission, and our commitment to them is clearly stated in our General Rules, under Article IV, Section 5. (Here is the link to the General Rules for your reference https://www.bot.uillinois.edu/governance/general_rules/). This, together, with the processes articulated in our Campus Administrative Manual (<http://cam.illinois.edu/policies/>) on how we steward and advance graduate education, provide the bedrock for accessible graduate education at Illinois today and in the future. There never was, nor will ever be, a change to that commitment.

Sincerely,

Andreas

From: Cooper, David

Sent: Friday, March 02, 2018 1:49 PM

To: Cangellaris, Andreas C <cangella@illinois.edu>

Subject: Time to negotiate!

Dear Provost Cangellaris,

I do not understand. Why have there not been repeated and unambiguous invitations from the administration to the GEO to return to the bargaining table? Why has a whole, hugely disruptive week passed without any attempts even to meet the GEO and find agreeable contract terms? Why is the university not on the job here 100%? And yet we are asked to cover classes, to be sure the students' instructional needs are being met, although there's certainly no promise of compensation for that significant extra labor. I really have the sense you do not know what labor is at all, to ask for it for free, to fail to compensate the TAs and GAs appropriately, and to utterly fail to undertake your own duties to negotiate with the union. You clearly do not know the value of labor.

As a faculty member, it is very hard to understand the university's side in this stalled negotiation--a lot of mealy-mouthed statements about the need for flexibility and some technical jargon regarding types of tuition waivers does not communicate clearly to anyone why the university is so invested in changed language on tuition waivers. And frankly, as a faculty member, I join in the students' well-placed concern about the possible changes, their impact on future students and thus, quite importantly, on the health of our graduate programs.

If the university cannot articulate how the proposed changes are to the benefit not only of some particular departments and programs, but of the whole university, all of its graduate programs, and of future graduate students, then the cause is a losing one. You will not have faculty support and you will not bend the very energized and savvy GEO. Right now, the GEO is the faculty's best advocate for healthy graduate programs, and until the university can demonstrate its own good intentions and plans for good governance of graduate programs (for starters, some way to offset the devastating impact of block grant changes and cuts to TA budgets), we the faculty will continue to support the GEO.

I'd like to see some serious negotiation in which the university presents a reasonable position and articulates clearly its benefit to the entire university. I wish you the best in that endeavor.

Sincerely,
David

David L. Cooper
Associate Professor, Slavic Languages and Literatures
2090 Foreign Languages Building
707 S Matthews St
Urbana, IL 61801
Ph: 217-244-4666

From: [REDACTED]
To: [Illinois Provost](#)
Subject: Undergrads for the Graduate Employee Organization
Date: Tuesday, March 06, 2018 1:26:07 PM

Dear Provost Cangelaris,

As a tuition-paying undergraduate student at this university, I am writing to inform you that I am fully in support of the Graduate Employees' Organization in their effort to bargain a fair contract with the University of Illinois at Urbana-Champaign. The presence of the graduate students on this campus and in the classroom is integral to the experience of the undergraduate students during their time here. They are integral to the sustainability of the world class education the University of Illinois is known and celebrated for.

The value of the graduate students is blatantly apparent in the shaping of the undergraduate student's college career. The graduate students serve as role models and mentors, they are on the cutting edge of creating new knowledge through groundbreaking and rigorous research practices. Their passion for their work and their students is profound. They are vital to the public mission of this institution to serve our broad and diverse student body.

For these reasons, and an innumerable amount more, I support the Graduate Employees' Organization in their effort to bargain a fair contract. We urge you to accept the GEO's proposals for a new collective bargaining agreement which preserves graduate employees' tuition waivers, pays them a living wage, and provides them and their dependents with affordable, accessible healthcare and childcare resources.

Our graduate students deserve more than what they have been given. Without them, my experience as an undergraduate would have fallen short, would have felt hollow. Now is the time to make that right.

Sincerely,

[REDACTED]

From: [REDACTED]
To: [Cangellaris, Andreas C](#)
Subject: What is the future of Illinois?
Date: Monday, March 05, 2018 2:03:46 PM

Provost Cangellaris,

I write to you to ask exactly what is the future of the University of Illinois?

As an undergraduate student, a few months away from graduation, what I am to think of my Alma Mater? If I graduated today, I would be thoroughly disappointed. How could I be proud to receive my first degree from an institution fraught with avarice? To an unbiased outsider, it is clear that the demands made by the Graduate Employees' Organization (GEO) are reasonable and achievable.

Now, I may not be directly affected by the contract, but indirectly I am affected greatly. Many of my friends are graduate students and through them, I have learned of their mistreatment. Thus, I stand with them and urge you to bring this strike to an end by negotiating a fair contract.

Not only that, I am indirectly affected because as I finish my undergraduate degree, I plan to pursue further education. In current circumstances, why would I choose Illinois again? I see first-hand what the conditions are like, and I would easily opt to go somewhere else.

Hence, I asked you in the beginning of this email, and again now, what is the future of Illinois? Without a fair contract, not just myself, but all prospective graduate students will turn away from Illinois.

It is a shame I must write this email, but I hope it provides you something new to consider.

Sincerely,

[REDACTED]